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UNITED STATES
RAILROAD ADMINISTRATION

REPORT

OF THE

RAILROAD WAGE COMMISSION

TO THE

DIRECTOR GENERAL OF RAILROADS

APRIL 30, 1918.

Washington.
Railroad Wage Commission
1918

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1918

HRS

THE RAILROAD WAGE COMMISSION

Franklin K. Lane, Chairman,

Charles C. McChord

J. Harry Covington

William R. Willcox

Frederick W. Lehmann,
General Counsel

W. A. Ryan, Secretary

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Letter of Transmittal

To the Director General of Railroads:

Sir:

I have the honor to transmit herewith the report of the Commission, appointed and operating under the authority and jurisdiction conferred by your General Order No. 5, dated January 18, 1918.

Signed: [signature] Chairman

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Copy of General Order Creating the Railroad Wage Commission and defining its Authority and Jurisdiction.

DIRECTOR GENERAL OF RAILROADS.

Washington

January 18, 1918.

GENERAL ORDER NO.5.

Pursuant to the authority vested in me as Director General of Railroads by the President of the United States in his proclamation of December 26, 1917, I hereby create a Railroad Wage Commission and name as the members thereof, Franklin K. Lane, Secretary of the Interior; Charles C. McChord, Member of the Interstate Commerce Commission; J. Harry Covington, Chief Justice of the Supreme Court of the District of Columbia, and William R. Willcox of New York.

IT IS ORDERED AND DIRECTED THAT:

The Commission shall make a general investigation of the compensation of persons in the railroad service, the relation of railroad wages to wages in other industries, the conditions respecting wages in different parts of the country, the special emergency respecting wages which exists at this time owing to war conditions and high cost of living, as well as the relation between different classes of railroad labor.

The Commission shall begin its labors at once, and make report to the Director General, giving its recommendations in general terms as to changes in existing compensations that should be made.

Officers, agents and employees of the railroads are directed to furnish to the Railroad Wage Commission upon request all information it may require in the course of its investigation.

(Signed) W. G. McAdoo,
Director General of Railroads.

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April 30, 1918

TO THE DIRECTOR GENERAL OF RAILROADS:

To make an investigation of the wages and hours of the more than two million railroad workers now in the employ of this Government has been a matter of engrossing interest. To ask of a man, "What wages should you in justice receive?" is to ask perhaps the profoundest of all human questions. He is at once compelled to an appraisement of his own contribution to the general good. He must look not selfishly on his own material needs, but take a far view of the needs of those dependent upon him. He must go into the whole involved problem of his relationship with his fellows, and to answer the question aright he must in the end come to a judgment which will be nothing less than a determination of what policy or plan of wage adjustment will make for the permanent well-being of the State. We have searched for no such ultimate answer, if there can be one. But our investigation sought to reveal the insistent problems that confronted these workers, and such recommendations as we make are the practical answers to an immediate and direct question: What does fair dealing at this time require shall be done for these people, who are rendering an essential service to the

nation in the practical conduct of this industry?

That question to the mind of the Commission is qualified materially by the phrase "at this time". The existing state of war prohibits anything approximating a determination of ideal conditions. The exceptional call that has been made upon the railroads, and upon practically all other forms of industry in the country, since the United States entered the war over a year ago, has created an abnormal demand for labor. Wages have always responded to a degree to the law of supply and demand. As a result of the war, the prices of the necessities of life have been mounting to unheard of levels. The railroads, with the pressure upon them for greatly increased transportation facilities, have been confronted with the problem of asking increased exertion on the part of labor at a time of extreme competitive labor demand and at a time when the purchasing power of the pay is shockingly small. The Commission has consequently considered the railroad wage problem with the idea that the Government must courageously direct its attention toward the maintenance of rates of wages for the railroad employees which are still adequate for those who, as they patriotically labor, recognize that the war has brought to us all the necessity for sacrifice.

In undertaking its comprehensive labor of determining in a broad spirit what fair dealing at this time does require to be done by the Government for the railroad employees, the

Commission held a large number of public hearings. It requested to appear before it at those hearings, representatives of all classes of employees, organized and unorganized, in the service of the railroads. Those who came to speak for these employees were given a full opportunity to present their views concerning the character and conditions of the work performed by those for whom they spoke, and the necessity for an increased compensation to be paid them. In addition to the statements presented at the hearings on behalf of the employees, hundreds of letters, written statements and petitions which were sent to the Commission by individual employees and by organizations of employees, were classified, analyzed and considered by the Commission in connection with the oral statements. Men in the service of the railroads, who during the period of operation and control by the private owners thereof had directly to do with the work performed by the various classes of employees, and with the determination of the rates of compensation and conditions of employment, were also heard, not in controversy with the employees, but to give all the information they could concerning the work of the various classes of employees, the reasons for the existing differentials in wages between different classes, the extent to which increases in wages had already been given to meet the present exigency, and the extent to which increases ought to be given at the present time.

WAGE DEMANDS

The requests which have come to us for wage increases would, if fully granted, involve an additional outlay in wages of somewhat over one billion dollars per year in excess of the wage fund of last year, which exceeded two billions. Some asked for an increase of one hundred per cent in their pay, and from this they graduated downward to ten per cent. None were satisfied with their present wages.

If we assume that this total sum should be given, the problem would at once arise as to its distribution. Quite evidently the need or the desert of each class of labor is not to be measured by its demands. The bolder should not be given all they ask merely for their boldness, while the more modest are insufficiently rewarded for the service they render because of their modesty. Some had evidently thought out their claims with particular respect to their power to compel concessions, while others based their demands upon the exceptional character of the services given, the long experience and the training or character required. Still others found this a proper time to put forward claims which they felt were but a slender part of what justice would award, were the whole scheme of wage-making to be taken up afresh under a new order of things.

To re-classify the many hundreds of employments

in which the two million railroad workers engage would be a task calling for more time, skill, insight and knowledge than we possess. At the outset, it was seen that there were grave inequalities in the rates of wages paid. But who should say what relationship each class of employees should bear to the other? Abstractly, why should an engineer receive $170 per month, and a telegraph operator $90 per month? What ratio should the messenger boy's wage bear to that of a brakeman, or that of a machinist's helper to a section boss, or that of a billing clerk to a train despatcher? Or to be still more particular, what should be the proportionate wage of trainmen and stationmen? Should there, in fact, be, or could any scientific scheme be devised by which there might be arrived at, some proper and certain method of determining the wage of a carpenter as against that of an electrician? So if the full amount of the claims were granted we should still be met with a problem impossible of certain solution - the proportionate share out of the total wage fund that should go to anyone.

In the world of economics this situation has been met by the simple application of supply and demand, which is in turn now varied, affectedand modified by those limitations arising out of the artificial, but necessary and historic methods of collective bargaining.

These forces have classified employments. In the growth of the railroads there has consequently been evolved no

other plan for such classification, and no scientific relationship between the wages paid. The proposal that a new classification should be attempted is one which, to say the least, may not be accepted now. Nevertheless, there stands out one dominating fact, recognized by railroad workers as well as by railroad officials, - a conclusion compelled by that large sense of equity which governs where logical processes fail - that the lower grades of railroad employment, those in which the supply of labor has been less restricted, and where organization has been difficult, if not impossible, deserve wage increases out of proportion to the increases for those in superior grades.

In treating of different crafts, it is not without interest to recall that each of those workers who appeared made claim, with a quite manifest and very proper pride, that without his kind of labor the railroads could not be operated. And being essential to the large scheme, each asked that this pivotal nature of his work should be recognized in the wages paid. The train despatcher spoke with enthusiasm of the large responsibilities that he bore, and he was followed by the section man, ready for call at every moment, a minute-man, without whom train despatcher and train would alike be useless. So by slow steps as our inquiry proceeded we came to see that the only practicable way of dealing with a problem so indented with detail and so complex was to meet it on a large scale.

Should there be any increase in wages to these men in the railroad service? The railroads themselves have for the past two years been answering this question by yielding, some with a wise prevision, and others too slowly for their own good, to the requests of their employees. It took neither tables nor charts nor briefs to make evident that, if the roads were to hold those men they had, concession must be made to the imperious demand of rising prices for the staples of living.

Furthermore, an unprecedented call had come for men of certain trades in connection with the new industries that had been created by the war in Europe, and this, long before our entry into the conflict. Machinists and ironworkers of all kinds found themselves to be essential to the great munition plants, and day labor of the most unskilled character rose into high demand. To meet this competition, the roads had advanced wages by slow steps at first, and later more rapidly. It is hardly realized that the roads themselves have in two years, 1916 and 1917, increased wages approximately three hundred and fifty million dollars per year, if applied to the present number of their employees.

But these advances were not in any way uniform, either as to employments, or as to amounts, or as to roads, so that one class of labor benefitted much more than another on the same road, and as between roads, there was the greatest divergence. The situation had been dealt with as pressure made necessary, and

naturally those who, by organization or through force of competition, could exert most pressure fared best. Things came to a head just before the Government took over the railroads. Another three months of private management and we would have seen much more extensive concessions in wages, or there would have followed an unfortunate series of labor disturbances. The Government therefore has now to meet what would have come about in the natural course.

Indeed, the impatience of the men was only allayed, after Government intervention, by the assurance that the matter of wages would be promptly taken up and that the awarded increases would be retroactive as of January 1st of this year.

The Government now enjoys this position of distinction - it is not yielding to threats; it is not compelled to a course by fear of any unpatriotic outburst; it is not making concessions to avoid disaster. There has been no hint that such a policy would be pursued by those who have it within their power. The right thing "at this time", a measure of justice, consideration for the needs of the men, whether organized or unorganized, whether replaceable or not replaceable - these are the standards that we have sought to meet. By what amount have the railroad workers been disadvantaged by reason of the war, and how may that disadvantage be overcome with the largest degree of equity, assuming that, in common with all who do not wish to exploit the opportuni-

ties which the war affords, these workers cannot have and will not expect a full meeting of the entire burden?

The course of first suggestion is to allow a uniform increase of so many dollars per month to each worker. This is the policy England has pursued, as is shown in Appendix 1 of this report. It has the advantage of simplicity; but to our minds it fails primarily in drawing the distinction between those whose need is greatest and those who have largest leeway for sacrifice. To make a uniform wage increase of, say, $20 per month, would increase the railroad budget by nearly five hundred million dollars a year. It would be a boon to many whose wages are low, but in its uniformity, it would fail to adapt itself to the varying needs of those whom it is intended to serve.

We have had a most exhaustive study made of the cost of living, today, as contrasted with the cost of living in the latter part of 1915, when by the reaction of the European war the American people first felt keenly the increase in the burdens of life and the need for higher wages. This study has been made without reference, primarily, to those quite thorough investigations which have been carried on by the Department of Labor, other governmental, and many private agencies. And to our minds it conclusively establishes two things, (1) that the cost of living has increased disproportionately among those of small incomes, and (2) that there is a point up to which it is

essential that the full increased cost shall be allowed as a wage increase, while from this point on the increase may be gradually diminished. (See Appendix 11.)

This study of the cost of living was not made from paper statistics exclusively, by the gathering of prices and comparisons of theoretical budgets. It was in no inconsiderable part an actual study from life, one of the most interesting and valuable groups of figures having been gathered by the newspapers of the country, by interviews with those of the working class, and the inspection of their simple books of accounts. Roughly, it may be said that the man who received $85 a month on January 1, 1916 now needs 40 per cent additional to his wage to give him the same living that he had then. Below that wage a larger percentage must be allowed, because the opportunity for substitution and other methods of thrift decline almost to a vanishing point, while above that wage a growing proportion of the increase will go to those things essential to cultured life, but non-essential to actual living.

In fairness, therefore, a sufficient increase should be given to maintain that standard of living which had obtained in the pre-war period, when, confessedly, prices and wages were both low. And upon those who can best afford to sacrifice should be cast the greater burden.

Another argument that is compelling as against the

uniform increase in existing wages is the unalterable fact that to give an equal amount, now, to all, would be giving to some a double increase, that which they had received from the railroads during the last two years, and that which the government might award. For not all of the railroads made increases to the same classes, and no two made awards in the same percentages, even within the same groups of employments. The line of increases drawn upon a chart looks like a deeply serrated mountain chain. To add to all, uniformly, would be but to accentuate the inequalities resulting from the promptness of some roads as against the backwardness of others in meeting their workmen's needs.

There is high authority for saying that "to him that hath, shall be given, but from him that hath not shall be taken away even that which he hath". This dictum as to the way of the world we take to have been the recognition of a fact, not the endorsement of an ideal. And the plan we recommend is an expression of the reverse policy. We take from no man that which he hath, insuring him as much as he has now (for no wages are to be lowered), but we would add materially to the fund of those who have least. And of these there are many. It has been a somewhat popular impression that railroad employees were among the most highly paid workers. But figures gathered from the railroads disposed of this belief. Fifty-one per cent of all employees during December 1917 received $75 per month or less.

And eighty per cent received $100 per month or less. Even among the locomotive engineers, commonly spoken of as highly paid, a preponderating number receives less than $170 per month, and this compensation they have attained by the most compact and complete organization, handled with a full appreciation of all strategic values. Between the grades receiving from $150 to $250 per month, there is included less than three per cent of all the employees (excluding officials) and these aggregate less than sixty thousand men out of a grand total of two million. (See Appendix III.)

The greatest number of employees, on all the roads, fall into the class receiving between $60 and $65 per month - 181,693; while within the range of the next ten dollars in monthly salary there is a total of 312,761 persons. In December 1917 there were 111,477 clerks receiving annual pay of $900 or less. In 1917 the average pay of this class was but $56.77 per month. There were 270,855 sectionmen whose average pay as a class was $50.31 per month; 121,000 other unskilled laborers whose average pay was $58.25 per month; 130,075 station service employees whose average pay was $58.57 per month; 75,325 road freight brakemen and flagmen whose average pay was $100.17 per month; and 16,465 road passenger brakemen and flagmen whose average pay was $91.10 per month. (See Appendices III and IV).

These, it is to be noted, are not pre-war figures; they represent conditions after a year of war, and two years of

rising prices. And each dollar now represents in its power to purchase a place in which to live, food to eat, and clothing to wear, but 71 cents as against the 100 cents of January 1, 1916. That there has been such steadfast loyalty to the railroads, and so slight a disposition to use the lever of their necessity and their opportunity to compel, by ruthless action, an increase of wages, is not without significance and should not be passed without public recognition.

With the various conditions which have been detailed all in mind, the Commission has reached the conclusion that the fairest method of dealing with the problem of wage increases is to award increases on the following scale:

*

1 To the Monthly Rate of Pay of Men Receiving in December, 1915, the Amounts Named in this Column	2 Add the Percent Named in This Column	3 Equivalent to Amount Named in This Column	4 Making New Rate Per Month as Shown in This Column
Under $46	-	$20.00	-
46.01 to 47	43	20.21	67.21
47.01 to 48	43	20.64	68.64
48.01 to 49	43	21.07	70.07
49.01 to 50	43	21.50	71.50
50.01 to 51	42.35	21.60	72.60
51.01 to 52	41.73	21.70	73.70
52.01 to 53	41	21.73	74.73
53.01 to 54	41	22.14	76.14
54.01 to 55	41	22.55	77.55
55.01 to 56	41	22.96	78.96
56.01 to 57	41	23.27	80.37
57.01 to 58	41	23.78	81.78
58.01 to 59	41	24.19	83.19
59.01 to 60	41	24.60	84.60
60.01 to 61	41	25.01	86.01
61.01 to 62	41	25.42	87.42
62.01 to 63	41	25.83	88.83
63.01 to 64	41	26.24	90.24
64.01 to 65	41	26.65	91.65
65.01 to 66	41	27.06	93.06
66.01 to 67	41	27.47	94.47
67.01 to 68	41	27.88	95.88
68.01 to 69	41	28.29	97.29
69.01 to 70	41	28.70	98.70
70.01 to 71	41	29.11	100.11
71.01 to 72	41	29.52	101.52
72.01 to 73	41	29.93	102.93
73.01 to 74	41	30.34	104.34
74.01 to 75	41	30.75	105.75

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in Column 4. The roads will substitute for the "old rates" of December 1915 scheduled in Col. 1 the "new rates" listed in Col. 4.

1 To the Monthly Rate of Pay of Men Receiving in December, 1915, the Amounts Named in This Column	2 Add the Peroent Named in This Column	3 Equivalent to Amount Named in This Column	4 Making New Rate Per Month as Shown in This Column
$75.01 to 76	41	$31.16	$107.16
76.01 to 77	41	31.57	108.57
77.01 to 78	41	31.98	109.98
78.01 to 79	41	32.39	111.39
79.01 to 80	40.87	32.70	112.70
80.01 to 81	40.44	32.75	113.75
81.01 to 82	40	32.80	114.80
82.01 to 83	40	33.20	116.20
83.01 to 84	40	33.60	117.60
84.01 to 85	40	34.00	119.00
85.01 to 86	39.36	33.85	119.85
86.01 to 87	38.74	33.70	120.70
87.01 to 88	38.13	33.55	121.55
88.01 to 89	37.53	33.40	122.40
89.01 to 90	36.95	33.25	123.25
90.01 to 91	36.38	33.10	124.10
91.01 to 92	35.82	32.95	124.95
92.01 to 93	35.27	32.80	125.80
93.01 to 94	34.74	32.65	126.65
94.01 to 95	34.22	32.50	127.50
95.01 to 96	33.70	32.35	128.35
96.01 to 97	33.20	32.20	129.20
97.01 to 98	32.71	32.05	130.05
98.01 to 99	32.23	31.90	130.90
99.01 to 100	31.75	31.75	131.75
100.01 to 101	31.29	31.60	132.60
101.01 to 102	30.84	31.45	133.45
102.01 to 103	30.39	31.3o	134.30
103.01 to 104	29.96	31.15	135.15
104.01 to 105	29.53	31.00	136.00

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in Column 4. The roads will substitute for the "old rates" of December 1915 scheduled in Col. 1 the "new rates" listed in Col. 4.

1 To the Monthly Rate of Pay of Men Receiving in December, 1915, the Amounts Named in This Column	2 Add the Percent Named in This Column	3 Equivalent to Amount Named in This Column	4 Making New Rate Per Month As Shown in This Column
$105.01 to 106	29.11	$30.85	$136.85
106.01 to 107	28.70	30.70	137.70
107.01 to 108	28.29	30.55	138.55
108.01 to 109	27.89	30.40	139.40
109.01 to 110	27.50	30.25	140.25
110.01 to 111	27.12	30.10	141.10
111.01 to 112	26.74	29.95	141.95
112.01 to 113	26.38	29.80	142.80
113.01 to 114	26.01	29.65	143.65
114.01 to 115	25.66	29.50	144.50
115.01 to 116	25.31	29.35	145.35
116.01 to 117	24.96	29.20	146.20
117.01 to 118	24.62	29.05	147.05
118.01 to 119	24.29	28.90	147.90
119.01 to 120	23.96	28.75	148.75
120.01 to 121	23.64	28.60	149.60
121.01 to 122	23.32	28.45	150.45
122.01 to 123	23.01	28.30	151.30
123.01 to 124	22.70	28.15	152.15
124.01 to 125	22.40	28.00	153.00
125.01 to 126	22.11	27.85	153.85
126.01 to 127	21.81	27.70	154.70
127.01 to 128	21.53	27.55	155.55
128.01 to 129	21.24	27.40	156.40
129.01 to 130	20.96	27.25	157.25
130.01 to 131	20.69	27.10	158.10
131.01 to 132	20.42	26.95	158.95
132.01 to 133	20.15	26.80	159.80
133.01 to 134	19.89	26.65	160.65
134.01 to 135	19.63	26.50	161.50

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in Column 4. The roads will substitute for the "old rates" of December 1915 scheduled in Col. 1 the "new rates" listed in Col. 4.

1	2	3	4
To the Monthly Rate of Pay of Men Receiving in December, 1915, the Amounts Named in this Column	Add The Percent Named in this Column	Equivalent to Amount Named in this Column	Making New Rate Per Month as Shown in this Column
$135.01 to 136	19.38	$26.35	$162.35
136.01 to 137	19.13	26.20	163.20
137.01 to 138	18.88	26.05	164.05
138.01 to 139	18.64	25.90	164.90
139.01 to 140	18.39	25.75	165.75
140.01 to 141	18.16	25.60	166.60
141.01 to 142	17.92	25.45	167.45
142.01 to 143	17.69	25.30	168.30
143.01 to 144	17.47	25.15	169.15
144.01 to 145	17.24	25.00	170.00
145.01 to 146	17.02	24.85	170.85
146.01 to 147	16.80	24.70	171.70
147.01 to 148	16.59	24.55	172.55
148.01 to 149	16.38	24.40	173.40
149.01 to 150	16.17	24.25	174.25
150.01 to 151	15.96	24.10	175.10
151.01 to 152	15.76	23.95	175.95
152.01 to 153	15.56	23.80	176.80
153.01 to 154	15.36	23.65	177.65
154.01 to 155	15.16	23.50	178.50
155.01 to 156	14.97	23.35	179.35
156.01 to 157	14.78	23.20	180.20
157.01 to 158	14.59	23.05	181.05
158.01 to 159	14.40	22.90	181.90
159.01 to 160	14.22	22.75	182.75
160.01 to 161	14.04	22.60	183.60
161.01 to 162	13.86	22.45	184.45
162.01 to 163	13.68	22.30	185.30
163.01 to 164	13.51	22.15	186.15
164.01 to 165	13.33	22.00	187.00

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in Column 4. The roads will substitute for the "old rates" of December 1915 scheduled in Col. 1 the "new rates" listed in Col. 4.

1 To the Monthly Rate of Pay of Men Receiving in December, 1915, the Amounts Named in this Column	2 Add the Percent Named in this Column	3 Equivalent to Amount Named in this Column	4 Making New Rate Per Month as Shown in this Column
165.01 to 166	13.16	21.85	187.85
166.01 to 167	13.00	21.70	188.70
167.01 to 168	12.83	21.55	189.55
168.01 to 169	12.68	21.40	190.40
169.01 to 170	12.50	21.25	191.25
170.01 to 171	12.34	21.10	192.10
171.01 to 172	12.18	20.95	192.95
172.01 to 173	12.02	20.80	193.80
173.01 to 174	11.87	20.65	194.65
174.01 to 175	11.71	20.50	195.50
175.01 to 176	11.56	20.35	196.35
176.01 to 177	11.41	20.20	197.20
177.01 to 178	11.26	20.05	198.05
178.01 to 179	11.12	19.90	198.90
179.01 to 180	10.97	19.75	199.75
180.01 to 181	10.83	19.60	200.60
181.01 to 182	10.69	19.45	201.45
182.01 to 183	10.55	19.30	202.30
183.01 to 184	10.41	19.15	203.15
184.01 to 185	10.27	19.00	204.00
185.01 to 186	10.14	18.85	204.85
186.01 to 187	10.00	18.70	205.70
187.01 to 188	9.87	18.55	206.55
188.01 to 189	9.74	18.40	207.40
189.01 to 190	9.61	18.25	208.25
190.01 to 191	9.48	18.10	209.10
191.01 to 192	9.35	17.95	209.95
192.01 to 193	9.22	17.80	210.80
193.01 to 194	9.10	17.65	211.65
194.01 to 195	8.97	17.50	212.50

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in Column 4. The roads will substitute for the "old rates" of December 1915 scheduled in Col. 1 the "new rates" listed in Col. 4.

1 To the Monthly Rate of Pay of Men Receiving in December, 1915, the Amounts Named in This Column	2 Add the Percent Named in This Column	3 Equivalent to Amount Named in This Column	4 Making New Rate Per Month as Shown in This Column
$195.01 to 196	8.85	$17.35	$213.35
196.01 to 197	8.73	17.20	214.20
197.01 to 198	8.61	17.05	215.05
198.01 to 199	8.49	16.90	215.90
199.01 to 200	8.375	16.75	216.75
200.01 to 201	8.26	16.60	217.60
201.01 to 202	8.14	16.45	218.45
202.01 to 203	8.03	16.30	219.30
203.01 to 204	7.92	16.15	220.15
204.01 to 205	7.80	16.00	221.00
205.01 to 206	7.69	15.85	221.85
206.01 to 207	7.58	15.70	222.70
207.01 to 208	7.48	15.55	223.55
208.01 to 209	7.37	15.40	224.40
209.01 to 210	7.26	15.25	225.25
210.01 to 211	7.16	15.10	226.10
211.01 to 212	7.05	14.95	226.95
212.01 to 213	6.95	14.80	227.80
213.01 to 214	6.85	14.65	228.65
214.01 to 215	6.74	14.50	229.50
215.01 to 216	6.64	14.35	230.35
216.01 to 217	6.54	14.20	231.20
217.01 to 218	6.445	14.05	232.05
218.01 to 219	6.35	13.90	232.90
219.01 to 220	6.25	13.75	233.75
220.01 to 221	6.15	13.60	234.60
221.01 to 222	6.06	13.45	235.45
222.01 to 223	5.96	13.30	236.30
223.01 to 224	5.87	13.15	237.15
224.01 to 225	5.78	13.00	238.00

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in Column 4. The roads will substitute for the "old rates" of December 1915 scheduled in Col. 1 the "new rates" listed in Col. 4.

1 To the Monthly Rate of Pay of Men Receiving in December, 1915, the Amounts Named in This Column	2 Add the Percent Named in This Column	3 Equivalent to Amount Named in This Column	4 Making New Rate Per Month As Shown in This Column
225.01 to 226	5.69	12.85	238.85
226.01 to 227	5.595	12.70	239.70
227.01 to 228	5.50	12.55	240.55
228.01 to 229	5.415	12.40	241.40
229.01 to 230	5.33	12.25	242.25
230.01 to 231	5.24	12.10	243.10
231.01 to 232	5.15	11.95	243.95
232.01 to 233	5.065	11.80	244.80
233.01 to 234	4.98	11.65	245.65
234.01 to 235	4.89	11.50	246.50
235.01 to 236	4.81	11.35	247.35
236.01 to 237	4.73	11.20	248.20
237.01 to 238	4.64	11.05	249.05
238.01 to 239	4.56	10.90	249.90
239.01 to 240		10.00	250.00
240.01 to 241		9.00	250.00
241.01 to 242		8.00	250.00
242.01 to 243		7.00	250.00
243.01 to 244		6.00	250.00
244.01 to 245		5.00	250.00
245.01 to 246		4.00	250.00
246.01 to 247		3.00	250.00
247.01 to 248		2.00	250.00
248.01 to 249		1.00	250.00
249.01 to 250		.00	250.00

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in Column 4. The roads will substitute for the "old rates" of December 1915 scheduled in Col. 1 the "new rates" listed in Col. 4.

In applying the increases prescribed in the preceding tables to the wages of men paid on a monthly basis, the roads will substitute for each group of monthly wages of 1915, as listed in Column 1, the amount named in Column 4, on the same line.

The inclusion of the percentages contained in Column 2 is merely to explain the method of arriving at the amounts contained in Column 3, which added to the maximum amount for each group named in Column 1 produces the "new rate per month" shown in Column 4, on the same line.

Application of these new wages to the present payrolls of the railroads, as nearly as may be, indicates that the net wage increases granted will approximate $300,000,000 a year. The magnitude of this amount is not staggering when the whole expenditure for wages on the railroads is considered. And whatever its effect upon the mind may be, we regard such an expenditure as necessary for the immediate allaying of a feeling that cannot be wisely fostered by national inaction, and as not one dollar more than justice at this time requires. It will make hard places smoother for many who are now in sore need. It gives no bounty. It is not a bonus. It is no more than an honorable meeting of an obligation.

APPLICATION OF THE SCALE

These increases are to be applied to the rates of wages in effect on December 31, 1915. They do not represent a net increase at this time. Because our figures as to the increase of living costs have been gathered with reference to the two year period, January 1916 - April 1918, the wage increases are reckoned with respect to the same dates. The telegrapher who holds the same position today that he did the last day of December, 1915, and who then received $75 a month and has received no increase since, will receive an additional wage of $30.75 per month. If he has received an increase in these two years of $10 per month,

the recommended increase of his wage will be cut down by that much, making his net advance $20.75. The section hand who on December 31, 1915 received a wage of $50 per month will receive an increase of $21.50 per month, less whatever his monthly wage as section man may have been advanced in the intervening two years.

In the application of the scale the wage runs with the place. If in the past two years an employee has been promoted, his new wage is based upon the rate of increase applicable to the new schedule governing the new place.

Reductions in hours are not to be regarded as increases in pay. This rule is made necessary - first, by its justice, for it is not to be contemplated that hours are reduced to decrease earnings; and, second, by the impracticability of applying any other rule. In some cases the decrease in daily hours did effect an increase in total wages paid, by reason of overtime, but in other cases, where the railroads adjusted themselves to an eight- or a nine-hour day, there was no increase in the monthly compensation. To differentiate between these cases would be an interminable task. Moreover, we assume the good faith of all reductions in hours as being what they pretend to be.

There are some few cases where the roads, by

reason of abnormal conditions, largely local, and arising out of the extreme competition in certain trades, have granted wage increases which will well nigh cover, if not altogether cover, the increases here made. As to those who have received such increases, we advise no other course than that the scale be adhered to, for it has its foundation in principle and not in the compelling force of any unusual competitive conditions. In no event, however, should there be any reduction in wages from those now obtaining.

The railroads must, however, maintain their complement of workers, and if, by meeting fairly, as here, the needs of the time, this end cannot be secured, there must be allowed play for other forces than those we have recognized.

In the application of the scale, that percentage of increase is to be applied which is awarded to the normal time wages paid to the individual in each position in the railroad service on December 31, 1915. There are, however, employees of certain classes, and upon a number of roads, whose wages are paid upon a piecework basis, and there are also numbers of employees on practically all the roads whose hours of service at times run beyond the straight hours of service established for a day's work of the kind they perform. A practical plan for wage increases, in harmony with the scale, has been devised for application to piecework wages and wages for recognized overtime. (See Appendix V.)

While the method of increasing wages here devised is manifestly one of simplicity when applied to the straight schedules of hourly, daily or monthly pay, we have found much difficulty in adapting the plan to the elaborate and intricate schedules of the trainmen, from which there is apparently no desire on the part of the railroad operators or the trainmen to depart. This, however, we have succeeded in doing in such manner as to translate the increases into mileage rates, thus maintaining the existing schedules relating to the method of pay. Accepting the average monthly earnings of employees in the train and engine service for the fiscal year ended 1915 as accurately reflecting the rates paid to those classes, we have adopted, as the percentage of increase to be applied to the mileage rates obtaining for the several classes of trainmen, that percentage of increase which is awarded to employees generally whose earnings are equal to the average earnings of each of the several classes of trainmen. Thus, in the case of road passenger engineers, their average earnings in 1915 were $178.46. The individual employee in any other branch of the railroad service whose monthly wage is $178.46 will receive a wage increase of 11¼ per cent, and the road passenger engineers as a class will receive an increase of 11¼ per cent in their existing mileage rates. And the same method obtains for each of the classes of trainmen paid on the mileage basis. (See Appendix VI.)

HOURS OF SERVICE

At the outset of the hearings it was manifest that the matter of hours of service is lodged deep in labor's mind. A standard day of reasonably limited length is as much a part of the measure of justice with the workingman as is his rate of wage.

Slowly and steadily, by force of law somewhat, but also by the voluntary act of the employers, a shorter work day is being put into effect. This tendency will continue, and the shorter day will come to be regarded, not as a means of minimizing the returns which the worker gains, but as a conserver of the human material upon which industry rests. This matter of work-time must be submitted to the pragmatic test. Society will come to see that there is a maximum which is beyond the plimsoll mark of wisdom, and a minimum that makes society in many ways the sufferer. The line of moderation, the medial line, is one that must be proved by experience. The wise employer will look with sympathetic eye to find it, and the wise employee will attempt in good faith to make it manifest. It would be a splendid achievement if we could at this time crystallize the experience of the world into a conclusion concerning the length of the work day that would be of universal application. But this is not possible now, for many reasons, not the least of which is an insufficiency of data touch-

ing so many and such diverse employments which call for such differing strains upon human nerves and muscles.

This, moreover, is not the time, in the judgment of the Commission, to make experiments which might lessen the output of that commodity which railroad men produce - tons of freight hauled, and numbers of passengers carried. The one thing now imperative is volume of and speed in railroad output. Since the Commission's work began, as before, our needs as a nation, and the vital needs of those nations with whom we are allied, have been imperilled by the shortcomings of our transportation system. There is no one who wishes to risk a repetition of this condition. On the contrary, all desire that naught shall be done which will make it likely.

The railroad employees have asked for the shorter day, saying frankly that they did not wish an increased rate for overtime save as a means of compelling the observance of shorter hours - a penalizing of the employers for too long a work day. At this time, however, when urgent and serious necessity compels sacrifice from all, to penalize the Government for working its men as long as they have been in the habit of working under their private employers, the railroad companies, is to take advantage of the two-fold embarrassment of the Government - its need for the work and its inability to call in outside men. The Commission

does not believe that the railroad employees really want thus to hamper the transportation facilities of the country in its hour of need.

Manifestly, therefore, at this time, when men must be constantly taken from the railroads, as from all other industries, to fill the growing needs of the nation's army, hours of labor cannot be shortened and thereby a greater number of men be required for railroad work. The nation cannot, in good faith, call upon the farmers and the miners to work as never before and press themselves to unusual tasks, and at the same time so shorten the hours of railroad men as to call from farm and mine additional and unskilled men to run the railroads. While the Commission is strongly disposed to a standard day, in so far as the nature of the service will permit it, its firm judgment consequently is that the existing hours of service in effect on the railroads should be maintained for the period of the war.

But with this we earnestly urge that a most exhaustive study be made of this matter of hours of service, not with a view to the adoption of some arbitrary and universal policy which shall have no regard to the kind of work done, or to the effect upon the railroad service, but with these very considerations in mind. And we have gone into this matter far enough to justify to ourselves the belief that by the steady application of

such sympathetic consideration, the railroad service may be improved, and at the same time fuller opportunity be given for lifting a burden that falls disproportionately upon some of the less favored of the railroad workers. The foundation for such a study may be found in the charts constituting Appendix VII. of this report.

OVERTIME PAY

Closely allied to the matter of hours of service is that of extra pay for overtime. In fact, the whole theory of those who speak for labor is that extra pay for overtime is the logical way to force the standard day of reasonable hours with no work thereafter. In that theory there may or may not be force; but quite apart from such view, certain it is that in harmony with the broader idea that fair hours of rest and recreation are the laborer's right the use of those hours in industry may well be obtained only at a wage much above the normal. With overtime as with hours of service, however, the Commission believes that the existing rules and conditions of payment should not be disturbed during the period of the war. But at the time when the study of the matter of hours of service is made, that study must sympathetically cover also the broad and kindred field of compensation for the overtime which is necessary in certain classes of service.

APPRENTICES

Organized labor realizes that at a time when men are being speeded up in the colleges by being given special courses in chemistry and other scientific subjects necessary for war work, the rules of inhibition touching the term of apprentices must be liberalized so that those who are competent shall the more quickly be enabled to place their full skill at the nation's service. It is the view of the Commission that the full measure of the increases herein suggested shall go only to those above 21 years of age, and that those from 18 to 21 years shall have three-fourths of such increases, and those under 18, one-half of such increases. This rule, however, might well be modified to this extent, that if apprentices are graduated into the full status of Journeymen before they have reached 21 years, they shall have the full pay of this new status.

FLOATING EQUIPMENT EMPLOYEES

This award shall be construed to apply to employees of railroads operating ferries, tugboats, lighters, barges and any other floating equipment operated as terminal or transfer facilities, but shall not be construed as applying to railroad employees on, or in connection with the operation of, cargo and passenger carrying equipment on lakes, rivers or in coastwise or ocean traffic.

WAGE ADJUSTMENTS BY OTHER BOARDS

The award of the Commission shall not be applicable to those employees whose compensation is the result of adjustments by or through any agency established for the purpose by the Navy Department, the War Department, the Department of Commerce, the United States Shipping Board, or any other Government agency created since the entry of the United States into the war.

EFFECTIVE DATE OF INCREASES

The wage increases provided for in the scale shall be effective as of January 1, 1918, and are to be paid to all who were then in the railroad service or who have come into such service since and remained therein, according to the time served. The proper ratable amount shall also be paid to those who have been for any reason since January 1, 1918 dismissed from the service, but shall not be paid to those who have left it voluntarily because remaining in the service was the consideration of the promise to make the increases effective from the date mentioned. Men who have left the railroads to enter the army or navy shall be entitled to the pro rata increases accruing on their wages up to the time they left, as they have continued in the service of the nation. The same rule shall apply to those who have passed from one branch of the railroad service or from one road to an-

other.

The increases as to the employees of any road shall be effective only from the time the railroads were taken over by the Government.

EMPLOYMENT OF WOMEN

The employment of women is one of the important problems confronting those in charge of the actual operation of the railroads. Up to the time of the abnormal demand for labor created by the European war, women were not extensively employed by the railroads except as stenographers and clerks in the offices, and as charwomen, car washers and cleaners, and other employments of like character. Since the war they have entered the shops, have engaged in handling freight and baggage, and have even been employed upon the tracks. Much of this work requires a physical effort beyond the strength of women, and some of it is carried on under conditions menacing to health, safety and morals.

The labor in our shops and elsewhere must be diluted as the war takes to itself an increasing number of men. Women must, to some degree, take these places. They should be cared for. Their burden should not be such as to hazard their health. Their hours should be reasonably short. Their working conditions should be healthful and fitted to their needs. And

their pay, when they do the full work of men, should be the same as that of men.

Nearly all the states have laws which restriot the hours of service of women. The exigency of war work is not so great that the railroads should be permitted to employ women except under the restrictions of those laws and in classes of service comprehended by them unless the restrictions prescribed by the laws are extended to the service and all proper moral and sanitary surroundings are provided.

DISCRIMINATION AGAINST EMPLOYEES

The investigation of the Commission disolosed many inequalities of pay in the same branch of service, not only as between different seotions of the ountry but in the same seotion. The attention of the railroad managers should be directed to these inequalities, with a view to removing them whenever the discrimination is not justified by differences in the efficiency of the labor, the oost of living, or other conditions legitimately affecting the rate of wages. In every case where the same service is rendered there should be the same pay without regard to sex or race.

Members of organizations and non-members must stand upon the same footing. In some branches of the service,

and this is peculiarly true of those least paid, there are no organizations, or if any, they are limited in their membership and restricted in their locality. But whether organized or unorganized, the purpose must be duly to consider every branch of the service and to accord fair treatment to all.

SALARIES OF OFFICIALS

In carrying out the direction to the Commission to "make a general investigation of the compensation of persons in the railroad service", the investigation obviously included a consideration of the compensation of those persons who are classed as officials. The Commission, therefore, by an individual "questionnaire" which all officials were required to answer, and also by a report obtained from each railroad, secured the names of all persons receiving a compensation of $5,000 and upwards, together with a full statement of the services performed by each of them.

The total compensation for the year ending December 31, 1917 paid to such officials is approximately $30,000,000. The individual salaries varied from $5,000 to $100,000. It is reasonably certain from the facts gathered by the Commission that a substantial readjustment of such salaries may be made and the efficient operation of the railroads promoted thereby. Such readjustment of salaries, however, presents an individual proposi-

tion as applicable to each official. Some salaries may well be abolished altogether, others greatly reduced, while in some cases of lesser paid officials an increase would be warranted.

The Commission recommends that during the period of Government conduct of the railroads, no salaries paid to officials who are not essential to the operation of the roads shall be charged as part of the operating expenses, and that a careful study be made of the proper relation between the salaries of the higher officials and those of their subordinates with a view to readjustments in the interest of the highest efficiency of the service.

PERMANENT WAGE TRIBUNALS

There should be constituted a tribunal or tribunals to continue the study of railroad labor problems, composed in part at least, of men experienced in this kind of work, for as to these problems there can be no finality. Conditions are ever changing and new adjustments must from time to time be made, and there should always be an existing tribunal authorized to take present appropriate action. Many complaints have been made to us by individuals and groups of men which it was impossible for us to investigate, and which should be investigated and redress afforded if the complaints are well founded. Among these are differences of pay where there are no, or only negligible, differ-

ences in the services rendered. Conditions of employment are described which, if the descriptions be true, demand amelioration. A commission for each of the general divisions of the railroad system would undoubtedly be fully occupied for a long time in dealing with such matters. In the meantime, the managers or other officials operating the several roads could do much to improve the situation by dealing with the conditions on their respective roads.

It would be impossible to magnify the importance of the American system of railroads in the conduct of this war. The country is vast, and has been developed upon a plan which makes each section dependent upon all others. In no other one particular are we so truly interdependent as in our industrial life. No one section lives to itself alone, and none of our great industries draws its materials from the vicinage or finds its markets near at hand. In a word, our industries are national in an uncommon sense. The steel that is fabricated into a shell in Pennsylvania comes from Minnesota, and the copper from Montana. The spruce struts that support the wings of our aeroplanes grow in Oregon, while the cotton which covers the wings comes from the south. These will serve to make clear how entire is our dependence upon the railroads and those who operate them.

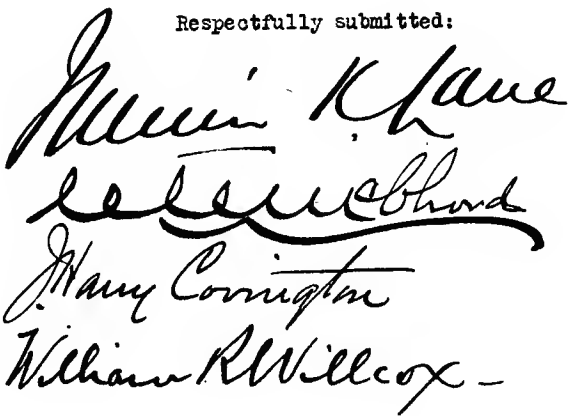
That England should want for bread because American railroad equipment was unwisely distributed, or unnecessarily immobile, is a thing not to be explained to the Englishman, who regards our system of railroads and our method of railroading as the model for the world, excelling either public or private systems elsewhere.

For our needs and for our pride this standard of superiority must be maintained, and to this end no other one thing will so greatly conduce as wisdom and justness in dealing with the actual workers on the roads. What has been here done is perhaps all that can be done now. The spirit which prompted the Commission should not be permitted to languish or to flatten out into expensive inefficiency. The labor problem is never one exclusively of wages or hours. When it does become no more, then the human element has gone out of the management, it has become too remote in space or in spirit to make good. The table of wage increases presented in this report we urge should be construed in the largest spirit of liberality, so as to draw forth from the men a recognition of that sense of reciprocity which it speaks - good wages for good service. The policy comes from above; its sympathetic application must be left to those below.

We desire in closing this report to express our most sincere appreciation of the services rendered to the Commis-

sion by Frederick W. Lehmann, as Counsel; by William A. Ryan, as Secretary; by Edward J. Barcalo, Riley L. Redpath and Lathrop Brown, as the Board of Examiners; and by William A. Hathaway, J. C. Bowen, Charles P. Neill, Fred A. Burgess, A. O. Wharton and C. W. Hillman, as Special Statisticians.

Respectfully submitted:



APPENDIX I

French and British Railroad Wage Adjustments

Special Statistician W. A. Hathaway, at the instance of the Commission, made a study of the methods adopted by the British and French Governments to adjust the wages of railroad employees to meet the war emergencies. His report is hereto appended.

RAILWAYS IN GREAT BRITAIN DURING THE WAR

GOVERNMENT CONTROL, LABOR AND WAGES

(Prepared under the direction of
W. A. Hathaway, Mch. 12, 1918).

March 13, 1918.

This report contains a brief summary of such phases of British railway experience during the war as it is believed will be of special interest in connection with the inquiry of the Railroad Wage Commission. The summary has been prepared from the information immediately available.

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CONDITIONS OF GOVERNMENT CONTROL OF RAILWAYS.

The legislation under which the British Government was empowered to assume control of the railway systems of the country was in existence many years before the beginning of the war. The Civil War in the United States had shown the value of railways for military purposes; and the Franco-Prussian war proved conclusively that railways were absolutely essential to the conduct of all military operations. The lesson of this war was immediately recognized by Great Britain, and in 1871 the Regulation of the Forces Act was passed. Although minor legislation had previously been enacted as to the regulation of the railways to military needs, and although a small number of relatively unimportant laws were subsequently passed, the Regulation of the Forces Act of 1871 was the fundamental legislation which provided for Government control of Railways for military purposes. Section 16 of this Act authorized the secretary of state, in any emergency in which it might be expedient that the Government have control over the railroads of the United Kingdom, to empower any person or persons to take possession "of any railroad in the United Kingdom and of the plant belonging thereto, or of any part thereof"; and it was under the provisions of this Section of the Act that on August 4, 1914, the King, by order in council, declared that the Government was to assume control of the railroads in Great Britain, this control to be "exercised through an Executive Committee, composed of General Managers of Railways, which has been formed for sometime, and has prepared plans with a view to facilitating the working of these provisions of the Act". Since the outbreak of the war, orders have been issued under this existing pre-war legislation, but no additional legislation has been necessary; and the railways have been administered for the Government, but not by the Government, through a Railway Executive Committee, the organization and composition of which was provided by this pre-war legislation. This Committee is made up of the general managers of 14 railways, representing about three-fourths of the entire steam railway mileage in Great Britain. The members of this Committee, however, have also continued to act as general managers of their own systems; the general personnel of each railroad has been retained as far as possible; and the routine of operation has proceeded along much the same lines as before the outbreak of hostilities.

The Act of 1871 provided that Government control should remain in force for one week at a time only, but could be prolonged from week to week so long as the emergency continued, so

that in practice it has been necessary to renew each week the order by which Government control was established.

In regard to the financial questions involved in the establishment of Government control, Section 16 of the Regulation of the Forces Act of 1871 contained the following provisions:

> "There shall be paid to any person or body of persons whose railroad or plant may be taken possession of in pursuance of this section, out of moneys to be provided by Parliament, such full compensation for any loss or injury they may have sustained by the exercise of the powers of the secretary of state under this section as may be agreed upon between the said secretary of state and the said person or body of persons, or, in case of difference, may be settled by arbitration."

To determine the compensation which these provisions stipulated was to be paid to the railroads in case of Government control, it was not necessary to resort to arbitration, the basis of compensation being fixed by means of a mutual agreement between the Government and the railways. According to the terms of this agreement, the railways placed their organizations unreservedly at the command of the military authorities for the transportation of troops and of military equipment and supplies, and further provided that military traffic should be given priority over all other traffic. It was agreed that the Government would not pay the railroads for any military traffic, as such; but the Government agreed to pay each railroad at certain periodical intervals (monthly) an amount which would be sufficient to bring its net income for the period to an amount equal to the net income for the corresponding period of the calender year 1913 - that is, the Government guaranteed to maintain the net income of each road at the same amount as in the year 1913, a year in which the net income of the railroads was the greatest ever recorded - with the qualification (added later) that the amounts so paid by the Government to the railroads during the last five months of the year 1914 would be sufficient to make the net income for the whole year of 1914 equal to the net income for the whole year 1913. On the other hand, if any railroad earned a net income greater than that earned during the corresponding period of the year 1913, it was reguired to turn the excess over to the Government. For the purpose of this agreement, "net income" meant the total revenue derived from railroad and subsidiary transportation operations, less expenses of operation and taxes; that is, the net income before the deduction of interest, fixed charges and dividends. Later this definition was modified so that the Government would bear a 4% interest charge on all capital invested in new railway property since August, 1914. This agreement was to continue as long as the Government exercised

control over the railroads in accordance with the provisions of the Regulation of the Forces Act of 1871.

Under the operation of this agreement the Government has paid the railroads from 5% to 10% of their normal pre-war revenues, whereas the amount of Government traffic handled by the railroads during the war has undoubtedly been considerably in excess of 10% of their total traffic.

Since railroad control was assumed by the Government, there has been little increase in freight rates; but passenger rates soon began to be increased through the abolition of various forms of reduced rates, while on January 1, 1917, all passenger rates were increased 50%.

Irish Railways.

When the Government took over control of the British railways as provided by the Regulation of the Forces Act, the railway systems of Ireland were not included. For more than two years after the outbreak of the war, these systems continued to be operated and controlled by their own managements; but by the end of 1916 the employees of these systems were insisting upon war bonuses as great as those paid railway employees in Great Britain, and the Irish railroads announced that they could not meet wage increases in competition with the British Government. Failing in an effort to bring about an agreement between the Irish railway managers and their employees, the Government brought the Irish railways under the Government control on January 1, 1917, on practically the same conditions as govern the British railroads. A distinct Railway Executive Committee was established; but the Government agreed to maintain the net incomes of the railways at their normal levels.

LABOR, WAGES AND COST OF LIVING.

Labor.

Upon the outbreak of the war, many railway workers were immediately drawn into military service as members of territorials or other reserve forces. Employees of all ranks in all parts of the United Kingdom also enlisted in large numbers. The rapid depletion of skilled railway labor was soon such as to jeopardize the efficient operation of the service demanded by military needs. By September, 1914, the Government saw it necessary to notify all recruiting agencies to accept no railway employee who had not obtained the permission of the head of his department to enlist (though this permission was given whenever possible); and the King and members of the Government announced that railway workers were "assisting in the prosecution of the war equally with their comrades serving by land and sea." In a number of instances it was even necessary for the Government to recall skilled railway workers from the front and put them again at their former work. Nevertheless, by the middle of October, some 56,000 railway employees had entered military service, a number which represented almost 10% of the total of some 615,000 railway employees in the country.

The Military Service Act in January, 1916, further complicated the situation. In this Act railway employees were not accorded special consideration, although the officials of the roads were permitted to designate such employees as were considered indespensable to the effective operation of the service. By June, 1916, almost 100,000 men had left the service of the railways for service in the military forces; and this number has risen to at least 150,000 at the present time, that is, nearly 25% of the total number of railway employees prior to the war, and probably 50% of the total number of male employees of military age.

As the number of enlistments grew, the railroads turned to the employment of women to fill the places of the men who had left. Prior to the war, very few women had been employed on the British railways; but the railroad managers soon found that women were suitable and efficient in a wide variety of occupations which had previously

been confined to men; and women were employed in ever increasing numbers. The trade unions demanded assurances that this employment of women in positions formerly held by men was an emergency measure, and would not prejudicially affect either the wages of the male staff or the undertaking given by the railway companies as to the re-employment, on the conclusion of the war, of the men who had left their employ to serve under the flag. It was also stipulated that the pay of women was to be fixed at the minimum pay of the grades in which they were employed. It is probable that the total number of women now employed on the British railways has reached 100,000.

Wages.

As a result of a threatened strike of railway employees in 1907, an agreement was reached between the railway companies and their employees which provided for the settlement of disputes by conciliation and arbitration through the establishment, for each railroad, of conciliation boards composed of representatives of the employers and representatives of the employees. The working of these boards, however, was not entirely satisfactory; and in August, 1911, there was a general railway strike which succeeded in securing adjustments and advances in railway wages. In the settlement of this strike, the conciliation scheme was somewhat modified, and it was provided that the railwaymen's unions would be entitled to have the scheme discontinued by giving a year's notice any time on or after November 6, 1913.

After the settlement of the strike of 1911, the railway unions adopted an aggressive policy designed to increase their membership and influence; and in 1913, three of the larger unions combined to form the National Union of Railwaymen. The membership of this Union grew very rapidly, and in 1914 it included about 50% of all railway workers in the country. On November 6, 1913, that is, at the earliest moment at which they could do so - the unions informed the railways that on November 6, 1914, they would withdraw from the conciliation scheme and would ask for further wage adjustments. When the war began, negotiations between the railways

and the employees were in progress as to the settlement of the form and amount of these adjustments. No agreement had been reached, however; but on October 1, 1914, the railways and the unions agreed to continue the conciliation scheme, subject to abrogation upon six weeks' notice by either party. This agreement constituted the so-called "industrial truce" applying to the railway industry.

By this agreement, however, the employees did not give up their demands for wage increases. During the course of the war there have been five increases in the remuneration of male railway transportation workers, aggregating 21 shillings ($5.11) per employee a week.* In the following paragraphs each of these increases is shown separately in chronological order; but in the accompanying Table II they are summarized and an indication is given of the relation they bear to the average compensation of employees before the war. According to available information, the sole ground upon which the employees have demanded increased compensation has been the rise in the cost of living. It will be noted, too, that the increases have been in the form of uniform flat sums applicable to all wage groups, the purpose being that the lowest paid men - that is, the men who needed the increases most - would thereby benefit most. The increases were given at first as "war bonuses"; but before long the "bonus" form of payment became unacceptable to the employees, and in the summer of 1917 the "war bonuses" were converted into wages. The present cost of the increases has been estimated by the Railway Executive Committee at $160,000,000 a year; but with the exception of one-quarter of the first bonus, which was borne by the railway companies, all the increases have been guaranteed by the Government.

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* Wages of boys and girls under 18 years of age and special arrangements made by a few individual railway companies or applicable to relatively unimportant grades of employees are omitted.

First Increase.

When the war broke out the unions were demanding an increase of 5 shillings per week for all ranks of employes; and in January, 1915, this demand was repeated. After negotiations with the railway companies, however, on February 13, 1915, an agreement was reached whereby the companies granted -

> "A bonus of 3s. per week to be paid to all employes available for duty whose standard rate of wage is under 30s., and 2s. to employes whose standard rate of wage is 30s. or more, the first payment to be made in the week commencing the 15th of February, 1915."

The average bonus was accordingly about 2s. 6d. per week, or about one-half of the amount demanded by the unions.

Second Increase.

The continued rise in commodity prices soon made the employes feel that this bonus was inadequate; and the unions again asked that a flat increase of 5 shillings per week be given to all employes. On October 16, 1915, the railways agreed to this demand and it was stipulated that, beginning with the week ending October 23, 1915, employes receiving a 2s. bonus would receive an additional bonus of 3s., while employes receiving a 3s. bonus would receive an additional bonus of 2s. The aggregate bonus for all adult male employes thus became 5s. a week. The agreement granting this bonus provided that the unions would not present further wage demands so long as Government control of the railways continued.

Third Increase.

But the cost of living continued to advance; and in August, 1916, the unions demanded an additional increase of 10s. per week for all employes, this increase being asked as a wage increase rather than a bonus. In the first part of September the railways offered an advance of 3s. per week in addition to the existing bonus of 5s. This offer was unacceptable; and the union railwaymen in South Wales threatened to strike. At conferences between the committee of general managers of the railways and representatives of the unions, however, a compromise was amicably reached, whereby the unions obtained an additional bonus of 5s. per week, instead of a wage advance of 10s. a week, as had been claimed. The additional bonus was to be paid for the week, ending September 16, 1916; and the aggregate bonus became 10s. per week.

Fourth Increase.

Even this bonus failed to be satisfactory for long, however. In March, 1917, the unions again demanded an additional advance of 10s. per week; but in negotiations with the committee of general managers, they agreed to accept one-half of the amount asked. On April 12, 1917, therefore, another agreement was drawn up, under which the railways granted an additional war bonus of 5s. per week, making the aggregate bonus 15s. per week per employee. The revised bonus became effective in the week commencing April 9, 1917.

Bonus Converted into Wages.

On August 8, 1917, the long-standing demand of the unions that all war bonuses be converted into wages was acceded to; and since then the wage basis for figuring payments for overtime and Sunday work has included the increases granted during the war.

Fifth Increase.

The employees were still discontented. In October, 1917, the enginemen and firemen applied to the Committee on Production (an arbitration board established by the Government for the settlement of industrial disputes) for additional wages; and in November they were awarded a sum of 5s. a week, bringing their aggregate increase to 20s. The National Union of Railwaymen thereupon applied to the Railway Executive Committee for an increase of 10s. On November 29, 1917, the Railway Executive Committee granted them a wage increase of 6s., and this grant later was extended to apply to all classes, The aggregate wage increases of adult male employees on British railways is, therefore, now 21s. ($5.11) per employee per week.

Shop Workers.

Railway shop workers were not included among the railway employees to whom the above increases applied; the increases applying to shop workers have been determined independently. In February, 1915, shop workers were given a bonus of 3s. per week. Later this was increased to 4s. for time workers, and 10 per cent. for piece workers. In September, 1916, a further agreement provided that all men employed in railway workshops should receive an additional bonus of 5s. per week. In February, 1917, (for some shop workers) and in April, 1917 (for the remaining shop workers), an additional bonus of 5s. per week was granted; and on August 1, 1917, another advance of 3s. a week became effective, these increases being added to the weekly earnings of piece workers as well as applying to time workers. No positive information as to any later increases is at hand.

Women.

No demand that war bonuses be granted to women employees (most of whom had entered railway employment after the war began) arose until the second bonus was given men employees in October, 1915. At that time the unions took the claim of the women before the Committee on Production for settlement; but this Committee decided that the claim was not established. No further action was taken until the men applied for a third bonus, when the unions submitted the women's claims to the railways with the result that, beginning with the week ending September 16, 1916, women were granted a war bonus of 3s. per week. In April, 1917, when the men received their fourth bonus, women employees were given an additional bonus of 2s. 6d., making an aggregate bonus of 5s. 6d. a week. On November 9, 1917, a further increase of 3s. was given, the aggregate increase of women railway employees during the war now being 8s. 6d. ($2.05) a week.

Salaried Employees.

No bonus was given salaried employees until July 1, 1916. On that date, employees receiving less than £200 ($974) per year were granted a war bonus of £13 ($63.30) per year, or 5s. ($1.22) a week; while employees receiving annual salaries between £200 ($974) and £213 ($1,037) were given a sum sufficient to raise them to £213 ($1,037). These bonuses were doubled in September, 1916; but no mention of subsequent increasss has been found.

Irish Railways.

Up to January 1, 1917, the date when the Irish railways passed under Government control, bonuses of 6s. a week had been given to enginemen and 5s. 9d. to firemen. When the Government control was established, these men were granted 7s. per week in addition to their previous bonuses; and on April 9, 1917, the Irish Railway Executive Committee granted a uniform flat bonus of 5s. per week to all other classes of railway employees.

Cost of Living.

So far as is known, the continued rise in the cost of living has been the sole ground upon which the employees have based their demands for wage advances; it is certain that if other reasons have been given they have been wholly subordinate. The figures which the employees have taken as measurements of the rise in the cost of living have generally been those published monthly in the "Labour Gazette", an official publication issued by the Board of Trade up to July, 1917, and by the Ministry of Labour since that date. These figures show the percentage increases in the retail prices of food at the beginning of each month over the corresponding prices in July, 1914, these percentage increases being shown for the country as a whole, and for large towns and small towns separately. (See Table 1 attached). The figures are stated to be based upon over 500 returns of predominant prices, collected from retailers

having a working-class trade, relating to the principal articles of food in every town with over 50,000 inhabitants; in about 200 towns with populations of from 10,000 to 50,000; and in about 250 repreeentative smaller places. The articles included are beef and mutton (British and imported), bacon, fish, flour, bread, tea, sugar (granulated), milk, butter (fresh and salt), cheese, margarine, eggs (fresh) and potatoes. In arriving at the general percentage increases over July, 1914, the "Labour Gazette" states that the prices of each article are combined into a single figure for that article and that then "the several articles are weighted in accordance with the proportionate expenditure on them in pre-war family budgets, no allowance being made for the considerable economies which result from changes in dietary which have been widely effected since the beginning of the war," these changes in dietary being due to the rise in prices and, in certain cases, to the difficulty or impossibility of obtaining some articles at any price. These percentage increases, thus compiled, have been widely disseminated by the press; railwaymen, like other workers, are familiar with them and have generally accepted them as indicating the rise in the cost of living.

In their earlier negotiations with the railway managers, the railway unions used the "Labour Gazette" figures showing the increase in food prices in large towns only, this increase - as may be seen from Table I - being somewhat greater than that in small towns. The railway managers, however, were apparently not satisfied to accept these figures; and they secured from the Board of Trade figures showing the combined average percentage increase "in the cost of all the items ordinarily entering into working-class family expenditure, including food, rent, clothing, fuel and light, etc.", each item of expenditure being weighted in proportion to the expenditure for that item by workingmen's families before the war. Details as to

the method of collecting the data as to the increase in the items other than food are not available; but it is certain that, in general, the final figures make no allowance for changes in the standard of living during the war, except perhaps in the item of clothing. The percentage increases arrived at on this basis have not been published in the "Labour Gazette" except for January 1st of the years 1916, 1917 and 1918; but the following table shows that they were considerably lower than the percentage increases in retail prices of food:

Average percentage Increase over July, 1914.

	Retail Prices of Food			All Items of Family Expenditure
	Large Towns	Small Towns	Whole Country	
January 1, 1916,	48	42	45	30
January 1, 1917,	91	83	87	60
January 1, 1918,	111	102	106	80-85

At the present time it appears that the railwaymen's unions have abandoned the use of the average percentage increase in retail prices of food in large towns as a base, for the London "Economist" of December 1, 1917, referring to the railwaymen's demand which was adjusted on November 29th, states:

> "The railway (unions') demand was judiciously handled by Mr. J. H. Thomas, who strongly discouraged all suggestions of a strike. He bases the men's claim upon the increase in the cost of living which the Board of Trade puts at 80 per cent, and the railwaymen at 100 per cent."

Although the unions may have reached the figure of 100 per-cent. independently, it will be noted from Table I that it is exactly equal to the increase in the retail prices of food in small towns.

It now remains to show, estimating on the basis of the Board of Trade's figures, the average percentage increase over July 1914, of both the retail prices of food and the cost of living, including all items of family expenditure, at the dates on which the five wage increases granted to the adult male transportation employes of the British railways became effective. In considering these figures it should be remembered that they represent a standard of living largely unchanged by the war.

AVERAGE PERCENTAGE INCREASE OVER JULY 1914
IN RETAIL PRICES OF FOOD AND COST OF LIVING
AT THE DATES OF THE WAGE ADVANCES GIVEN RAILWAY EMPLOYES.

	Retail prices of Food			All Iteme of family Expenditure.*
	Large Towns	Small towns	Whole Country	
Feb..15/15	24	21	23	15
Oct. 17/15	43	39	41	27
Sep. 10/16	69	63	66	45 - 50
Apr. 9/17	100	91	95	70 - 75
Nov. 29/17	110	100	105	80 - 85

* Eliminating increases arising from Increased Taxation.

Conclusion.

Table II shows, for about 80% of all railway employes, the approximate percentage increase which the wage advances during the war represent as compared with the average compensation before the war. Although strict accuracy cannot be claimed for this table, yet there can be little doubt that it reflects actual conditions in a general way. Such qualifications as it is subject to, tend to offset one another; indeed, inasmuch as the amount of overtime earnings during the war must have been greater than in 1913, the average compensation must have increased

somewhat more than the increases shown in the table, especially in view of the fact that since August 8, 1917, the bonuses have been added to the base rates of pay upon which overtime payments are calculated. Comparing, then, the average percentage increases in the cost of living during the war based upon all items of family expenditure and the average percentage increases represented by the wage increases during the war, we get the following:

Comparison of Increase in Cost of Living and Wage Increases during the War.

	Average Percentage Increase in Cost of Living over July, 1914.	Average Percentage Increase of Wage Increases over Average Compensation in 1913.
Feb. 15/15	15	7 - 11
Oct. 17/15	27	15 - 20
Sep. 10/16	45 - 50	35 - 40
Apr. 9/17	70 - 75	50
Nov. 29/17	80 - 85	75 - 80

From this table the conclusion is clear that, although railway wages in Great Britain have always lagged behind the cost of living, each increase in these wages during the war has not been far below the increase in the cost of living as shown by British Government figures.

TABLE I.

AVERAGE PERCENTAGE INCREASE OVER JULY, 1914, IN RETAIL PRICES OF FOOD IN GREAT BRITAIN.

(As published in the official "Labour Gazette").

Date	Large Towns : (over 50,000: population):	Small towns : and Villages :	Whole Country
Aug. 8, 1914	16	15	16*
Sept. 12, 1914	11	9	10*
Oct. 1, 1914	13	11	12*
Nov. 1, 1914	13	12	13*
Dec. 1, 1914	17	15	16*
Jan. 1, 1915	19	17	18
Feb. 1, 1915	23	20	22
Mar. 1, 1915	26*	22*	24
April 1, 1915	26*	22*	24
May 1, 1915	28*	24*	26
June 1, 1915	34*	29*	32
July 1, 1915	35	30	32½
Aug. 1, 1915	36	33	34
Sept. 1, 1915	37	33	35
Oct. 1, 1915	42	38	40
Nov. 1, 1915	43	39	41
Dec. 1, 1915	46	42	44
Jan. 1, 1916	48	42	45
Feb. 1, 1916	49	44	47
Mar. 1, 1916	51	45	48
April 1, 1916	52	46	49
May 1, 1916	59	51	55
June 1, 1916	62	55	59
July 1, 1916	65	57	61
Aug. 1, 1916	62	57	60
Sept.1, 1916	68	62	65
Oct. 1, 1916	71	66	68
Nov. 1, 1916	81	74	78
Dec. 1, 1916	87	80	84
Jan. 1, 1917	91	83	87
Feb. 1, 1917	93	85	89
Mar. 1, 1917	97	88	92
Apr. 1, 1917	99	90	94
May 1, 1917	102	93	98
June 1, 1917	106	98	102
July 1, 1917	109	100	104
Aug. 1, 1917	105	98	102
Sept.1, 1917	109	102	106

Date	Large Towns (over 50,000 population)	Small Towns and Villages.	Whole Country
Oct. 1, 1917	102	93	97
Nov. 1, 1917	110	101	106
Dec. 1, 1917	109	100	105
Jan. 1, 1918	111	102	106

* Figures interpolated; official figures lacking.

Note.

The figures in the table are based upon over 500 returns of predominant prices, collected from retailers having a working-class trade, relating to the principal articles of food in every town with over 50,000 inhabitants; in about 200 towns with populations of from 10,000 to 50,000; and in about 250 representative smaller places. The articles included are beef and mutton (British and imported), bacon, fish, flour, bread, tea, sugar, (granulated), milk, butter (fresh and salt), cheese, margarine, eggs (fresh) and potatoes. The several articles are weighted in accordance with the proportionate expenditure on them in pre-war family budgets, no allowance being made for the considerable economies which result from changes in dietary which have been widely effected since the beginning of the war.

TABLE II.

ADULT MALE RAILWAY TRANSPORTATION EMPLOYEES IN GREAT BRITAIN.

APPROXIMATE PERCENTAGE INCREASE OF WAGE INCREASES DURING WAR OVER AVERAGE COMPENSATION IN 1913.

Department	Number of Wage Earners 1913†	Average Weekly Compensation per Wage Earner in 1913	Percent. to Average Weekly Compensation per Wage Earner in 1913 of				
			First Increase Feb. 15, 1915 2s. (48¢) or 3s (72¢) weekly.	Second Increaee Oct.17, 1915 5s. ($1.22)* weekly.	Third Increase Sept.10, 1916 10s. ($2.44)* weekly.	Fourth Increase April 9, 1917 15s. ($3.65)* weekly.	Fifth Increase Nov. 29, 1917 21s. ($5.11)* weekly.
Way and Works.....	110,290	$6.15	8% or 12%	20%	40%	59%	83%
Working Stock Maintenance:							
Locomotive.....	57,690	$7.00	7% or 10%	17%	35%	52%	73%
Carriage and Wagon.....	49,177	$6.69	7% or 11%	18%	36½%	55%	76½%
Operating:							
Locomotive.....	90,855	$7.85	6% or 9%	15½%	31%	46½%	65%
Traffic:							
Station Masters & Clerks	5,595	$6.58	7% or 11%	18½%	37%	55½%	78%
Signalmen & Gatemen.....	33,744	$6.46	7% or 11%	19%	38%	56½%	79%
Ticket Collectors, Police, Porters, etc....	130,027	$5.67	8½% " 13%	21½%	43%	64½%	90%
Guards.....	23,794	$7.71	6% or 9%	16%	32%	47%	66%
Average of Above.....	501,172+	$6.58	7% or 11%	18½%	37%	51½%	78%
Or Say.....	501,172+	$6.58	7-11%	15-20%	35-40%	50%	75-80%

For notes see page 68.

NOTES TO TABLE II

† The wage earners given here represent about 80% of all employees. Salaried employees, shop workers and minor groups are excluded; but a small number of women and boys may be included.

Taken from "Railway Statistics of the United States of America for the Year Ending June 30, 1916, compared with the Official Reports for 1915 and Recent Statistics of Foreign Railways," prepared by Slason Thompson, Bureau of Railway News and Statistics. No change in wage scales, as far as is known, was made during the first 7 months of 1914. (The figures used by Mr. Thompson were derived from official statistics published by the British Board of Trade.)

* This sum included the previous increases and is the aggregate increase at this date.

‡ Total of above.

FRANCE

THE RELATIONSHIP BETWEEN THE GOVERNMENT AND THE RAILWAYS

RAILWAY WAGES

INDUSTRIAL WAGES

COST OF LIVING

(Prepared under Direction of W. A. Hathaway)

3/15/18

THE RELATIONSHIP BETWEEN THE GOVERNMENT AND THE RAILWAYS.

The character of the relationship existing between the French Government and the several railway companies of France is determined by a series of agreements made by the Government and the companies many years before the beginning of the war. These agreements were established primarily for the purpose of fixing the conditions under which the Government would lend its financial support to the companies so as to enable them to extend their lines into the less developed districts of the country. The most comprehensive of these agreements are those concluded in 1883 between the Government and the six big companies, the terms of which have governed the subsequent relations between the Government and the companies.

The principal provisions of these agreements were as follows:-

1. The principle of monopoly in the respective territories operated by the railroads (a principle which had been established as early as 1854) was reaffirmed and continued.

2. The Government guaranteed a minimum rate of return on the companies' stocks; and guaranteed the sums necessary for such annual amortization of these stocks as would enable them to be completely amortized by the dates of the expiration of the companies' charters. The Government also guaranteed the interest upon certain bonds issued for the construction of lines into the less developed districts. It was provided, however, that whenever the railways required a contribution from the Government to enable the payment of the dividends and interest guaranteed by the Government (and to make proper provision for amortization), such contributions should bear interest at 4%, and should be added to the funded debt of the railway companies; and no dividends in excess of the amount of dividends guaranteed were to be declared until all debt of this character should be repaid.

3. If, after the repayment of all contributions made by the Government, the net earnings of any railway should be greater than was necessary to provide for the return guaranteed by the Government, the excess earnings should be distributed to the stockholders only up to a certain amount (specially fixed in the case of each railroad), two-thirds of all earnings beyond this amount being taken by the Government.

The terms of the agreements also provide for the termination of the Government's guaranties. In the case of the Northern Railway and the Paris-Lyons-Mediterranean Railway, the date of the termination of the guaranty was December 31, 1914; in the case of the other railroads, the guaranty was not to terminate until from 1934 to

1960. The agreements further stipulated that the railways were to become the property of the Government upon the expiration of their charters; and it was provided that after 1898 the Government might purchase any railroad, the purchase price to be based upon the net income of the road for a series of years. Under the latter provision, the Government acquired the Western Railroad in 1909.

Such were the agreements fixing the relations between the Government and the railway companies up to the outbreak of the war. In the case of the roads for which the Government guarantees do not expire for a number of years, war conditions have necessitated no change in this relationship; interest payments and minimum dividend payments have continued to be guaranteed by the Government in accordance with the terms of the Agreements of 1883. In the case of the Northern Railroad and the Paris-Lyons-Mediterranean Railroad, however, the Government guaranties were due to expire on December 31, 1914; and as a result of conditions arising from the war, both companies found themselves facing heavy deficits. Some form of financial assistance was therefore required by these companies. A provision was accordingly incorporated into a general financial bill which gives these railroads the privilege of capitalizing, through the issuance of bonds, any amount by which their operating revenues fall short of the amount required to meet interest charges and to pay dividends at the minimum rate previously guaranteed by the Government. This provision applies to the period of the war; and it was enacted into law on December 26, 1914, that is, five days before the expiration of the Government guaranties fixed by the Agreements of 1883.

Such is the situation as it stands at present. A project has recently been introduced into Parliament, however, which provides for the replacement of the present method by which the Government assists the railroads (or allows them to assist themselves) by a system which will provide financial assistance uniformly. The terms of this project are briefly as follows:

Rates are to be immediately increased by 15%. During the continuance of hostilities, and for one year thereafter, the revenues accruing from this rate increase are to be pooled and distributed among the roads, this distribution to be based upon a comparison of the annual operating ratios of the roads for each year included in the period with the corresponding operating ratios for the year 1913. Upon the expiration of the first year after the war, each company is to retain the revenues accruing from the rate increase - collected by it; but when the amount of such revenues is sufficient to meet the operating deficit and to repay the debt of the railroad to the Government, the railroad shall turn over 70% of these revenues for distribution among the other companies. When in three consecutive years two or more railways shall have had excess revenues of this character to

turn over for distribution among the remaining companies, the increase of rates shall be reduced from 15% to 10% on all railways. Furthermore, when for two consecutive years after such reduction to 10%, two or more railways shall have had excess revenues for distribution among the other railways, the rates shall be reduced to an increase of only 5% over their present level. When two or more railways shall still have excess revenues derived from the increase in rates for two consecutive years, the rates shall be returned to their present state.

Latest reports indicate that this project, possibly with some minor modifications, will be adopted by Parliament.

RAILWAY WAGES.

So far as the available information shows, it was not until early in 1917 that any provision was made to compensate railway employees for the increased cost of living. In the spring of 1917 an agreement was concluded between the various railway systems and was sanctioned by Parliament, according to the terms of which certain classes of railway workers were granted wage increases, these increases to be effective as from November 1, 1916 and to continue until one year after the cessation of hostilities. These increases, however, did not apply to any employee receiving more than 3,600 francs ($695) per year unless the employee had children under 16 years of age; and no increase of any character was granted to any employee receiving over 6,000 francs ($1,158) per year.

The amount of the increases were as follows:

A. In the case of all unmarried employees and all married employees without children under 16 years of age receiving 3,600 francs ($695) or less per year:

15% on the portion of salary or wages up to and including 1,200 francs ($232): and
10% on the portion of salary or wages between 1.200 francs ($232) and 1.800 francs ($347).

B. In the case of married employees having one or more children under 16 years of age and receiving 6,000 francs ($1,158) per year or less:

50 francs ($9.65) per annum for the first child
100 francs ($19.30) per annum for the second and third child.
200 francs ($38.60) for each additional child.

In the case of employees receiving 3,600 francs ($695) per year or less, the increases allowed for dependent children were in addition to the increases under A.

These increases are to be paid to the employees monthly by the railway companies; but the companies are to be reimbursed by the Government for the expense involved, provided that during the period which the wage increases apply - that is, during the period from November 1, 1916, to one year after the cessation of hostilities - the companies shall not have been authorized to increase their rates. If rates shall be increased during this period, the companies must refund to the Government all payments made for increased wages by turning over to the Government one-fifth of the revenue accruing from the increased rates.

The approximate effect of the increases in the case of employees with no children and employees with two dependent children was, then, as follows:

Annual Salary or Wages	Approximate Average With No Children	Increase for Employees With two Children
$232 or less	15%	30%
$232 -- $347	14%	24%
$347 -- $521	9½%	16%
$521 -- $695	7%	11⅔%
$695 -- $926	0%	8¼%
$926 -- $1,158	0%	3%
over $1,158	0	0

As the increase in the cost of living since the beginning of the war was about 30% at the time these increases took effect, there were generally quite inadequate except in the case of the lowest paid employees who had dependent children. In June, 1917, therefore, a second increase was granted, based upon a sliding scale after the manner of the first increase, but applying to <u>all employees</u>. This increase was as follows:

30% on the portion of salary or wages up to and including 1,200 francs ($232) per year;
15% on the portion of salary or wages between 1,200 francs ($232) and 1,800 francs ($347) per year; and
10% on the portion of salary or wages between 1,800 francs ($347) and 3,600 francs ($695) per year.

No change was made in the allowance for dependent children granted with the first increase, nor in the provisions for the method of payment of the increase by the companies.

The following table shows the approximate effect of this increase:

Annual Salary or Wages	Approximate Average Increase for employees: With No Children	With Two Children
$232 or less	30%	45%
$232 -- $347	27%	37%
$347 -- $521	22%	29%
$521 -- $695	19%	23½%
$695 -- $926	15%	18⅛%
$926 -- $1,158	12%	15%
$1,158 -- $2,316	7%	8%

From the information available, the most definite conclusion that can be drawn is that at the present time:

1. The lowest paid employees have received wage increases which, on the whole, fully or nearly compensate them for the increase in the cost of living;

2. Employees who are in or near the median group in the wage scale have received increases probably generally fully one-half as great as the increase in the cost of living;

3. Employees in the relatively higher salary groups have received increases only from about 20% to 30% as great as the increase in the cost of living.

INDUSTRIAL WAGES.

The best available statistics as to the trend of industrial wages in France during the war are those collected by the Government labor inspectors during the course of a special investigation and published in the Bulletin de las Statistique Generale de la France for July, 1917. These statistics show the daily wages, in 1913 and in 1916, in 30 occupations in the larger industrial establishments throughout France on the basis of a 10-hour day. The percentage increase in the wages of male workmen in each occupation at the end of 1916 over wages in 1913 is given in the following table:

PERCENTAGE INCREASE OVER 1913 IN INDUSTRIAL WAGES
AT THE END OF 1916.

Occupation	Per Cent Increase	Occupation	Per Cent Increase
Laborers:		Skilled Workmen (Cont.)	
Metal Trades	32	Saddlers	23
Paper and Chemicals	30	Wheelwrights	24
Building	34	Sawyers, mechanical...	22
Woodworking	29	Turners, wood	19
Textiles	22	Hammersmiths	21
Leather	45	Stampers	24
Food Products	37	Strikers	25
Miscellaneous	30	Blacksmiths	23
Not reported	29	Fireman, large boilers	23
Average for laborers	32	Engineers, steam	21
		Electricians, installers	25
Skilled Workmen:		Fitters, Mechanics ...	28
Millers, grist	22	Turners, rough, ...	34
Weavers	22	Turners, finishers ...	31
Cutters, tailors'	20	Borers	33
Cutters, shoes	23	Packers	22
Harness makers	25	Average for Skilled workmen	25

According to these figures, the average increase in wages of the lower paid laborers (32 per cent.) has been somewhat greater than that of skilled workmen and, at the date of the figures, had about equalled the increase in the cost of living. At the same date the average increase in the wages of skilled workmen (25 per cent.) had been about 80 per cent. of the increase in the cost of living.

COST OF LIVING

In France the Government statistics as to the cost of living are those collected by the General Statistical Office and published in the Bulletin de la Statistique Generale de la France. The statistics are based upon returns from the mayors of every city (except Paris) of more than 10,000 inhabitants giving, for periods of 3 months, the average retail prices of thirteen commodities in general use in workingmen's families. The thirteen commodities are bread, ham, bacon, butter, eggs, milk, Cheese, potatoes, beans, sugar, table oil, kerosene and fuel alcohol. The articles are weighed in accordance with the proportionate expenditure on each article as disclosed by an investigation in 1910 of the expenditures of workmen's families

of four persons in Paris; and a general average is obtained for the entire group of commodities. According to the figures for the whole of France, thus derived, the average prices during the war relative to those in the first quarter of 1913 have been as follows:-

Period	Relative Average Prices
First quarter, 1913	100
Third quarter, 1914	99½
First quarter, 1915	110
Third quarter, 1915	122
First quarter, 1916	132
Second quarter, 1916	137
Third quarter, 1916	141
Fourth quarter, 1916	145

On this basis, the increase in average prices in France during the war up to the end of 1916 was about 45-50%. This result has been substantially confirmed by other official figures. A similar but independent calculation of price levels in the city of Paris from July, 1914, to October, 1916 , showed an increase at the latter date of 38%. An investigation of the average monthly expenditure for board and lodging by an unmarried workmen in 1916 as compared with 1911 showed an increase of 41% during that period.

Of course these figures are incomplete and might be subjected to considerable criticism; but it is a matter of serious doubt whether the collection and compilation of more detailed data would alter the results to any great extent . The figures have been prepared by a branch of the French Government; and they must be regarded as the latest and best available.

According to these figures, then, the average percentage increase in retail prices of food during the war up to the end of 1916 was approximately 45-50%. If it be assumed that the trend of increase in 1916 was maintained during 1917, the percentage increase in retail prices of food in 1917 would fall within the following ranges:

Approximate average Percentage Increase in Retail Prices of Food during the war

January 1, 1917	45-50
June 30, 1917	55-60
December 31, 1917	65-70

If allowance be made for the items of family expenditure other than food - on the basis of the corresponding allowance made by the British Government - the percentage increase in all items of working class family expenditure, that is, in the cost of living would be approximately as follows:

Approximate Average Percentage Increase in Cost of Living during the War

January 1, 1917 30-35
June 30, 1917 38-43
December 31, 1917 45-50

The conclusion that the cost of living in France from the beginning of the war up to the present time has increased about 50% is, it is believed, not far from representing actual conditions in so far as they can be measured.

APPENDIX II

Cost of Living During 1917 and 1918 Compared to Pre-War Period

The Commission instituted an exhaustive inquiry reaching into all parts of the United States. It sent special agents into various sections of the country to gather original data respecting the existing increase in the cost of living. A canvass was also made by many newspapers of the country among the working classes, and the data thus obtained, together with information gathered and submitted to the Commission by those who spoke on behalf of the employes, was compiled by the Bureau of the Census under the supervision of Special Statisticians W.A.Hathaway and J.C.Bowen. That compilation and the records of the Bureau of Statistics of the Department of Labor form the basis of the attached report, wherein the statistical information respecting the existing cost of living in America thus assembled is summarized and analyzed.

April 25, 1918.

Sir:

Supplementing our report on the increase in the Cost of Living based on relative price changes, submitted March 14, 1918: In view of the further rise in prices, particularly house rents and clothing, and making allowance for substitutions, referred to in the report under the caption "Limitation of the results", we believe that the per cent increase for the different income groups from December 1915 to date is about -

For incomes up to	$600	.43%
" " from	$600 to $1000.	.41%
" " "	$1000 to $2000.	.40%

Respectfully,

W. B. Gallaudet

J. C. Bowen

To Hon. Franklin K. Lane, Chairman
Railroad Wage Commission
Washington, D. C.

Washington, D. C.
March 14, 1918.

Sir:

We submit herewith a final report covering two independent investigations, made especially for and at the direction of the Commission, of the increase in the cost of living during the present war. The report is in two parts:

Part I Relative Price Changes
Part II Family Budgets

Since there was no material rise in prices until the latter part of 1915, the investigations were confined to the period 1915 - 1917.

Respectfully,

W. A. Hathaway

J. C. Bowen

Special Statisticians,
Railroad Wage Commission.

To Hon. Franklin K. Lane,
Chairman, Railroad Wage Commission.

PART I - RELATIVE PRICE CHANGES.

Relative prices -

The increase in the various items of the family budget from January 1, 1916 to January 1, 1918 were ascertained to be:

Food	52%
Rent	10%
Clothing	44%
Fuel and Light	31%
Sundries	35%

Appended Table 1 shows these increases by the three official classification territories of the Interstate Commerce Commission, and compares them with the increases shown by other recent studies.

Combined weighted averages -

Weighting the above increases according to the proportion of expenditure for each item for different sized incomes, gives the following combined percents of increase:

Families with incomes up to $600	40%*
" " " from $600 to $1000	38%
" " " " $1000 to $2000	37%

Limitation of the results -

The above figures show how much more it would have cost to live on January 1, 1918 than on January 1, 1916, provided the standards of living remained the same. They may, however, fall short of showing the true increases by as much as 4 or 5 points, for the following reason:

> It is impossible to determine accurately the relative increase in the cost of living even in normal times, and more difficult

*The percents for specified incomes under $600 would be - Incomes up to $200, 42%; $200 to $400, 41%; and $400 to $600, 40%.

when prices are rising rapidly, at which time cheaper articles are substituted by both the producer and consumer. This is an inherent difficulty in all such studies and cannot be entirely overcome by any statistical methods. In view of this, the figures should be interpreted as conservative and applied in a general, rather than a precise, way.

Purchasing power of the dollar -

On the basis of a 40% increase in the cost of living, the purchasing power of the workingman's dollar is 71 cents. Statements have occurred frequently in the press of late that the purchasing power of the dollar is now only 50 cents, compared with pre-war times. This is based on a 100% increase in wholesale commodity prices (Bradstreet and Dun indices) which is not a true measure of the increase in cost of living.

Variation by localities -

Although there was considerable variation in the relative prices for the various items, as between the three I.C.C. territories (Table 1), the percents of increase for all items combined showed such slight differences that they were disregarded.

Weights used -

Table 2 shows the weights, i.e. the proportion of expenditures for each item, used in arriving at the combined percents of increase. Similar figures of other well-known budgetary studies are shown in comparison.

Sources of Basic Data and Methods of Compilation -

FOOD

The U. S. Bureau of Labor Statistics retail price quotations on 22 articles of food were used. These are monthly quotations secured from 42 large cities in different parts of the country. This Commission computed the index number for the individual cities, and combined the cities

into I.C.C. classification territories of Eastern, Southern and Western. The indices for the three territories were combined into a U.S. index by weighting each according to ratio of population in each territory.

RENT

The Commission collected* its own figures on house rents, first by direct inquiries to real estate agents in the 42 cities mentioned under "Food", and second by field investigations of its own agents. These inquiries indicated that the rise in rents had just begun during the latter part of 1917. The increases in each territory were combined into U.S. totals by weighting according to population. Appendix A shows the form used.

CLOTHING

Prices on clothing were also secured* by the Commission by direct inquiries to retail merchants in the 42 large cities. Price quotations on the various classes of articles of male and female wearing apparel were secured for December, 1916 and December, 1917. The quotations were combined by weighting each class according to the proportion of expenditure for each. The ratios for each territory were combined into U.S. ratios by weighting according to population. See Appendix B for forms used, which also shows the weights used for each class of apparel. On account of the substitution of cheaper grades of articles, especially woolen apparel, the increase of 44% shown for all clothing is believed to be low.

FUEL AND LIGHT

The retail price quotations on anthracite and bituminous coal, secured by the U. S. Bureau of Labor Statistics in January of each year from the 42 large cities, were used. No increase was assumed for gas or electricity. These quotations were checked against reports of the U. S. Fuel Administration. The price quotations for bituminous

*The Commission was assisted in collecting the data on house rents and clothing by the U. S. Chamber of Commerce.

coal were used for the Southern and Western territories; a weighted average of anthracite and bituminous for the Eastern territory. Territorial ratios were combined into U. S. totals by weighting according to population.

SUNDRIES

The increase in each important item of this sundry group was ascertained in various ways. Increases on amusements, travel, liquors, tobacco, postage, etc., stipulated by the recent war tax law were applied. Special inquiry was made of large retail drug stores for drugs and medicines. The remaining items were arbitrarily estimated; no increase was allowed for some items. The increases for each item were combined by weighting according to the proportion of expenditure for each, as shown in the U.S. Bureau of Labor study of 1901, somewhat adjusted to meet present conditions. No attempt was made to differentiate between the three I.C.C. territories. The following shows the increase for each item and the weights used:

Item	% Increase 1915-1917	Weights
Insurance	5	14
Organization dues	0	10
Religion and charity	0	6
House furnishing	*40	13
Books and papers	50	4
Amusements and vacations	15	10
Liquors and tobacco	75	15
Sickness and death	#50	11
All other	50	17
Total	35	100

*From Philadelphia study of U.S. Shipping Board.

#Doctors' bills, medicines, etc.

TABLE 1.

COMPARISON OF RELATIVE INCREASE IN SPECIFIED ITEMS OF EXPENDITURE AS DETERMINED BY FOUR INDEPENDENT STUDIES.

Date	Jan.1,1916 to Jan.1,1918				Jan.1,1916 to Jan.1,1918	June, 1916 to Feb., 1918	Year 1915 to Year 1917
Item	Railroad Wage Commission				U.S. Bureau of Labor Statistics (Phila. Pa. Study for Shipping Board)	U.S. Shipping Board (Pacific Coast Study)	Family Budgets collected by Railroad Wage Commission*
	Eastern Territory	Southern Territory	Western Territory	United States			
Food	52%	56%	47%	52%	51%	52%	40%
Rent	15%	5%	7%	10%	3%	16%	10%
Clothing	43%	50%	41%	44%	46%	74%	29%
Fuel and Light	37%	25%	27%	31%	23%	49%	35%
Sundries	35%	35%	35%	35%	40%	35%	15%

* These are not true relative increases, but are some indication of the substitution and economies practiced with respect to "food", "clothing" and "sundries". (See Part II.)

TABLE 2.

COMPARISON OF VARIOUS FAMILY BUDGETS.

PERCENTAGE OF EXPENDITURE FOR SPECIFIED ITEMS.

BY INCOME GROUPS

Source	Date	Number of Families	Food			Rent			Clothing			Fuel and Light			Sundries			Total Expenses.		
			Incomes Up to $600	Incomes $600 to $1000	Incomes $1000 to $2000	Incomes Up to $600	Incomes $600 to $1000	Incomes $1000 to $2000	Incomes Up to $600	Incomes $600 to $1000	Incomes $1000 to $2000	Incomes Up to $600	Incomes $600 to $1000	Incomes $1000 to $2000	Incomes Up to $600	Incomes $600 to $1000	Incomes $1000 to $2000	Incomes Up to $600	Incomes $600 to $1000	Incomes $1000 to $2000
Railroad Wage Comm.	1915	265	51	42	35	17	20	20	13	14	16	6	7	6	13	17	23	100	100	100
U.S. Shipping Board (Pac.Coast Study)	1917	-	-	-	41	-	-	17	-	-	16	-	-	7	-	-	19	100	100	100
U.S.Bureau Labor Statistics. (Phila. Study)	1917	512	-	-	43	-	-	12	-	-	16	-	-	5	-	-	24	100	100	100
Chapin (N.Y.)	1907	391	44	44	45	26	21	20	12	14	15	6	5	4	12	16	16	100	100	100
U.S. Bureau of Labor	1901	11,156	46	41	37	19	17	17	12	14	16	6	5	5	17	23	25	100	100	100
More (N.Y.)	1905	200	50	46	40	22	19	18	9	10	11	6	5	5	13	20	26	100	100	100

These ratios were used in arriving at the combined per cents of increases for all items of family expenditures, from January 1, 1916 to January 1, 1918 as given in Part I. See also Table 4 of Part II. The ratios for specified incomes under $600 were taken from the U. S. Bureau of Labor report of 1901, adjusted to bring up to date. These %s as adjusted were -

Income	Food	Rent	Clothing	Fuel	Sundries	Total
Up to $200	57	15	10	7	11	100%
$200 to $300	55	16	10	7	12	100%
$300 to $400	53	17	11	7	12	100%
$400 to $500	52	17	12	7	12	100%

PART II - FAMILY BUDGETS.

Family budgets giving incomes and expenses in detail for the calendar years 1915 and 1917 were secured by the Commission through newspaper editors in selected cities in different parts of the country. The results furnished fresh data on the proportion of expenditures for each main item of the family budget, and also threw some light on the relation of expenses to income in 1915 compared with 1917. Appendix C shows the form of questionaire used.

Table 3 gives a brief summary of the results and Chart No. 1 illustrates the relation of expenses to income. These results must be used with caution, since they are at best nothing more than a composite of careful guesses, as very families keep trustworthy records. The "Annual Income" shown for the different territories and income groups must not be accepted as showing a differential in wage scales. The variation is purely accidental due to the varying size (income) of families selected by the editors. The amount of "Surpluses" and "Deficits" should be interpreted as tendencies rather than precise amounts or relationships.

Table 4 shows the percent distribution of total expenses by objects of expenditure. These ratios are generally consistent with other budgetary experience (See Table 2 of Part I).

Table 5 gives the percent increase in the total income and total expenses reported for 1915 and 1917. For all of the 265 budgets combined the increase in income was 10% for the smaller income group and 14% for the larger, compared with 27% increase in expenses for each group. The increase for expenses is not as large as the known increases in relative prices for the various items that enter into the family budget (see Table 1, Part I), and a comparison of the two gives some indication of the economies and substitutions practiced.

Table 6 is a detailed summary of the absolute figures shown by the 265 budgets with the computed ratios and averages.

TABLE 3.

SUMMARY OF RESULTS.

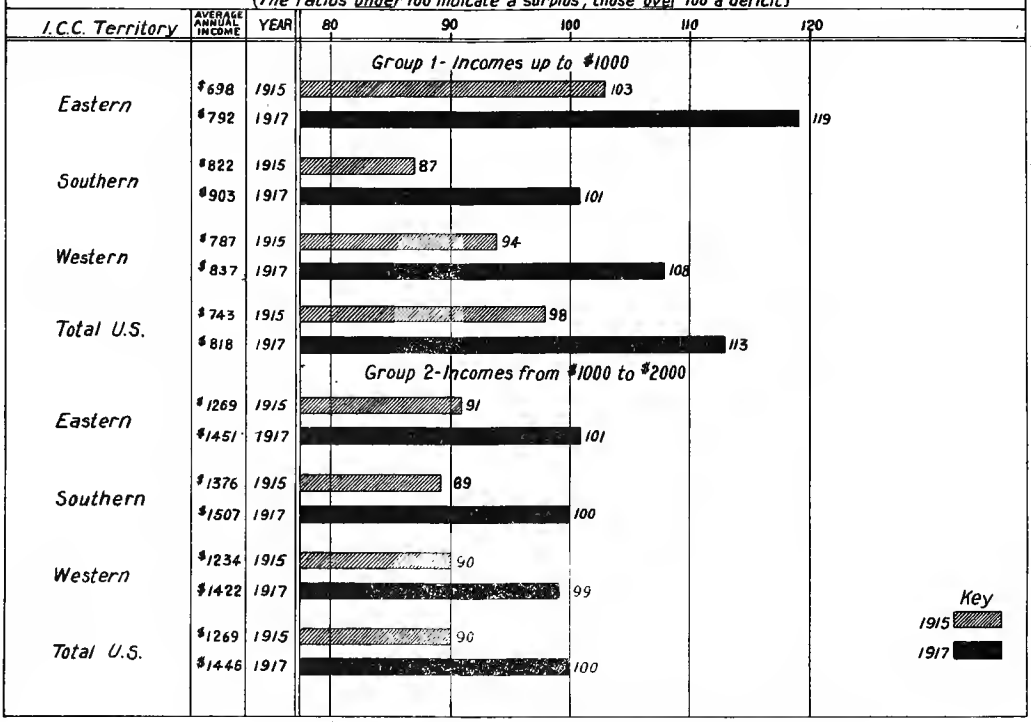
265 FAMILY BUDGETS COLLECTED BY R. R. WAGE COMMISSION.
(Results Shown are Averages per Family)

I.C.C. Territory	Income Group	No. of Families	Annual Income		Annual Expenses		Net Surplus or Deficit		Number of Families Reporting			
			1915	1917	1915	1917	1915	1917	Surplus	Deficit	Surplus	Deficit
Eastern	1	62	$ 698	$ 792	$ 720	$ 944	$ 22d	$152d	27	31	7	52
	2	49	1,269	1,451	1,150	1,469	119	18d	41	8	24	23
Southern	1	8	822	903	716	914	106	11d	5	2	5	2
	2	24	1,376	1,507	1,224	1,508	152	1d	18	3	11	12
Western	1	50	787	837	741	900	46	63d	23	17	12	30
	2	72	1,234	1,422	1,111	1,412	123	10	55	12	37	31
Total, U.S.	1	120	743	818	728	924	15	105d	55	50	24	84
	2	145	1,269	1,446	1,143	1,447	127	1d	114	23	72	56
Total	1 and 2	265	1,031	1,162	955	1,210	76	48d	169	73	96	140

Income Group No. 1 Comprises families with incomes up to $1,000.
" " No. 2 " " " " from $1,000 to $2,000
d Deficit

CHART NO. 1.
PERCENT EXPENSES ARE OF INCOME.
265 FAMILY BUDGETS COLLECTED BY R.R. COMMISSION.
(The ratios under 100 indicate a surplus; those over 100 a deficit)

3-1-18
W.A.H.



Note: For base figures see Table 3.

TABLE 4.

PER CENT DISTRIBUTION OF TOTAL EXPENSES
--OF--
265 FAMILY BUDGETS COLLECTED BY R. R. WAGE COMMISSION.

I.C.C. TERRITORY	Year	Food		Rent		Clothing		Fuel & Light		Sundries		Total	
		Income Group 1	Income Group 2	Income Group 1	Income Group 2	Income Group 1	Income Group 2	Income Group 1	Income Group 2	Income Group 1	Income Group 2	Income Group 1	Income Group 2
EASTERN	1915	44	35	20	20	13	16	6	6	17	23	100	100
	1917	48	38	17	17	13	17	7	6	15	22	100	100
SOUTHERN	1915	51	35	18	21	14	15	5	5	12	24	100	100
	1917	54	39	14	18	15	16	5	5	12	22	100	100
WESTERN	1915	40	35	21	20	14	16	8	6	17	23	100	100
	1917	46	39	17	18	14	16	8	7	15	20	100	100
		1915	1917	1915	1917	1915	1917	1915	1917	1915	1917	1915	1917
Total U.S.		38	42	20	17	15	15	6	7	21	19	100	100
Income up to $600		51	56	17	17	13	11	6	6	13	10	100	100
Income $600 to $1000		42	46	20	17	14	14	7	7	17	16	100	100
Income $1000 to $2000		35	39	20	18	16	16	6	6	23	21	100	100

Income Group No. 1 Comprises families with Incomes up to $1000
" " No. 2 " " " " $1000 to $2000.

TABLE 5.

PER CENT INCREASE - 1915 TO 1917.

265 FAMILY BUDGETS COLLECTED BY R. R. WAGE COMMISSION.

I.C.C. Territory	Annual Income		Annual Expenses	
	Group 1*	Group 2#	Group 1	Group 2
Eastern.....	14%	14%	31%	28%
Southern.....	10%	10%	28%	23%
Western.....	6%	15%	22%	27%
Total, U. S.....	10%	14%	27%	27%

* Income Group No. 1 comprisee families with incomes up to $1,000.

\# Income Group No. 2 comprises families with incomes up to $2,000.

budgets were collected by the Commission through Newspaper Editors.
astern", "Southern" and "Western" territorial divisions shown are the
ifications of the Interstate Commerce Commission.

es	Total		Surplus	Deficit	Surplus	Deficit
7	1915	1917	1915	1915	1917	1917
	22	23	24	25	26	27
76	$ 100,949 74	$ 130,513 05	$4,494 89	$	$	$10,270 80
00	6,673 44	8,458 30		1,170 44		2,206 90
49	37,935 37	50,065 65		188 74		7,185 80
27	56,340 93	71,989 10	5,854 07			878 10
20	35,107 75	43,494 31	4,498 25			103 31
	—	—	—	—	—	—
00	5,729 20	7,314 20	844 80			88 20
20	29,378 55	36,180 11	3,653 45			15 11
27	117,033 09	146,683 30	11,144 85			2,414 19
05	2,724 40	2,562 05	141 60			441 05
58	34,331 50	42,454 09	2,134 25			2,717 15
64	79,977 19	101,667 16	8,869 00		744 01	
23	$ 253,090 58	$ 320,690 66	$20,137 99			$12,788 30
05	9,397 84	11,020 35		$ 1,028 84		2,647 95
07	77,996 07	99,833 94	2,790 31			3,991 15
11	165,696 67	209,836 37	18,376 52			149 20
46	$ 909 46	$ 1,175 79	$ 40 49	$	$	$ 92 53
04	719 50	943 93		21 92		151 50
96	1,149 81	1,469 16	119 47			17 92
54	1,097 12	1,359 20	140 57			3 23
75	716 15	914 28	105 60			11 02
80	1,224 11	1,507 50	152 23			63
85	959 29	1,202 32	91 35			19 79
73	741 12	900 32	45 52			63 16
94	1,110 79	1,412 04	123 18		10 33	
51	$ 955 06	$ 1,210 15	$ 75 99			$ 48 26
26	728 28	923 79	14 68			105 33
62	1,142 74	1,447 15	126 73			1 03
2	100 0	100 0				
9	100 0	100 0				
9	100 0	100 0				
0	100 0	100 0				
3	100 0	100 0				
6	100 0	100 0				
4	100 0	100 0				
5	100 0	100 0				
6	100 0	100 0				
0	100 0	100 0				
0	100 0	100 0				
7	100 0	100 0				
9	100 0	100 0				
7		29 3				
4		31 2				
0		27 8				
8		23 9				
9		27 7				
7		23 2				
1		25 3				
3		21 5				
4		27 1				
8		26 7				
4		26 8				
2		26 6				

APPENDIX 111

Employees of Railroads, December 1917, Grouped by Monthly Rates of Pay

This statement is compiled from the returns of Class 1 Railroads and certain Switching and Terminal Companies, made to the Commission in response to its request. The rates of pay are for the standard month discharged of all compensation for overtime or extra service, and constitute a table of wages, not of earnings, for the month named. The railroads included in this summary will be found listed in Appendix 1X. For comparative purposes the returns are separately presented for each District, and for the United States as a whole.

Statement of the Number of Employes of All Class 1 Switching and Terminal Railroads in the United States, graded according to their Monthly Rates of Pay. For Comparative Purposes this Statement Shows Separately the number of Employes in Each Grade, in Each District, and in the United States as a Whole.

(Col.1)	Eastern District (Col.2)	Southern District (Col.3)	Western District (Col.4)	Total For United Sts (Col.5)	% By Classes (Col.6)	Cumulative Percent (Col.7)
$30 or less	8,319	10,173	8,871	27,363	1.41	1.41
$30 to $35	5,625	18,460	8,464	32,540	1.68	3.09
$35 to $40	8,289	26,362	17,716	51,367	2.65	5.74
$40 to $45	11,167	18,381	17,930	47,478	2.45	8.19
$45 to $50	14,841	20,961	44,173	79,975	4.11	12.30
$50 to $55	40,185	18,727	50,964	109,876	5.67	17.97
$55 to $60	71,060	17,553	67,952	156,565	8.07	26.04
$60 to $65	101,054	15,480	65,159	181,693	9.37	35.41
$65 to $70	75,078	15,514	45,767	137,359	7.08	42.49
$70 to $75	70,947	20,347	74,108	165,402	8.53	51.02
$75 to $80	77,285	17,416	54,923	149,624	7.72	58.74
$80 to $85	60,660	13,575	48,244	122,479	6.32	65.06
$85 to $90	63,750	11,726	35,881	101,357	5.23	70.29
$90 to $95	49,497	10,553	36,216	96,466	4.97	75.26
$95 to $100	45,374	7,838	34,959	88,171	4.55	79.81
$100 to $110	65,688	16,391	45,889	117,568	6.07	85.88
$110 to $120	42,618	10,513	31,307	84,538	4.36	90.24
$120 to $130	32,895	4,855	20,252	58,012	2.99	93.23
$130 to $140	18,080	5,412	18,323	41,815	2.16	95.39
$140 to $150	13,074	4,748	14,802	32,624	1.68	97.07
$150 to $160	9,119	1,924	8,246	18,289	.84	97.91
$160 to $170	5,814	2,153	5,833	13,800	.71	98.62
$170 to $180	4,693	1,035	3,342	9,070	.47	99.09
$180 to $190	2,672	702	1,947	5,321	.27	99.36
$190 to $200	2,436	698	2,015	5,149	.26	99.62
$200 to $210	1,113	296	711	3,120	.11	99.73
$210 to $220	714	238	551	1,503	.08	99.81
$220 to $230	714	262	558	1,534	.08	99.89
$230 to $240	338	74	258	670	.03	99.92
$240 to $250	717	210	644	1,571	.08	100.00
Totals	884,818	291,777	762,804	1,939,399	100.00	

APPENDIX IV

Average Monthly Earnings For 1915, 1916, and 1917 By Occupational Classes

The tables next attached show the average earnings per month of employees in each occupational class, in each district, and for the United States as a whole, separately presented for each of the years 1915, 1916 and 1917. This data was compiled as to 1915 and 1916 from the reports of carriers to the Interstate Commerce Commission and for 1917 from reports of carriers to this Commission.

Statement showing the Average Monthly Earnings of Employees of Class I Railroads in the United States, by Districts and for the country as a whole, during the fiscal year ended June 30, 1917 and the calendar years ended Dec. 31, 1916 and 1917 respectively.

	Occupations	1915 (1) Eastern District.	1915 (2) Southern District.	1915 (3) Western District.	1915 (4) Total U.S.	1916 (5) Eastern District	1916 (6) Southern District	1916 (7) Western District	1916 (8) Total U.S.	1917 (9) Eastern District.	1917 (10) Southern District.	1917 (11) Western District.	1917 (12) Total U.S.
		$ ¢	$ ¢	$ ¢	$ ¢	$ ¢	$ ¢	$ ¢	$ ¢	$ ¢	$ ¢	$ ¢	$ ¢
1	General officers, $3,000 p. a. and upwards.	161 02	122 22	102 18	151 88	169 36	136 09	147 42	151 91	168 02	131 23	152 37	152 63
2	General officers, below $3,000 per annum.												
3	Division officers, $3,000 p.a. and upwards												
4	Division officers, below $3,000 per annum	146 47	132 80	153 23	147 62	147 00	136 74	154 64	147 64	154 95	144 88	161 68	155 27
5	Clerks, $900 p.a. and upwards (except No. 37)	98 55	88 54	91 66	94 05	101 09	95 57	98 53	99 16	102 75	101 36	101 56	102 08
6	Clerks, below $900 p.a. (except No. 37)	55 50	50 98	52 21	54 17	58 28	53 94	55 81	56 86	57 84	54 66	55 97	56 77
7	Messengers and attendants	40 60	29 51	39 34	36 17	40 12	32 93	41 93	39 26	42 82	36 83	46 42	42 84
8	Assistant engineers and draftsmen.	97 52	93 72	88 02	93 42	93 66	98 63	92 25	93 76	94 72	96 76	95 26	95 22
9	M.W. & S. foremen (excluding Nos. 10 and 28)	88 13	82 57	100 49	92 26	93 56	86 71	97 47	94 36	99 57	92 52	102 72	100 00
10	Section foremen	66 68	59 60	63 42	64 30	71 60	63 17	67 08	67 98	77 60	68 65	73 11	73 89
11	General foremen - M.E. department	126 78	137 82	123 45	127 77	129 29	133 39	132 01	131 13	140 27	138 69	134 98	137 73
12	Gang and other foremen - M.E. department.	93 06	96 84	103 20	97 24	100 95	103 21	104 84	102 68	111 79	114 59	113 37	112 76
13	Machinists.	80 71	83 83	94 89	85 87	95 61	97 72	107 98	100 42	110 87	117 89	123 39	116 35
14	Boiler makers.	84 15	86 97	98 32	89 68	96 60	99 00	110 89	102 46	112 15	120 37	126 88	118 85
15	Blacksmiths	76 05	71 30	81 41	77 21	89 63	84 94	93 41	90 22	103 41	102 32	108 17	104 94
16	Masons and bricklayers.	68 55	50 51	78 71	65 76	78 17	63 56	85 32	77 47	81 62	58 50	77 00	77 15
17	Structural ironworkers.	71 16	43 38	106 71	74 84	80 61	67 24	107 92	85 88	81 74	75 66	93 10	84 38
18	Carpenters.	66 80	56 85	64 79	64 00	74 40	60 63	73 75	71 51	80 41	70 15	80 08	78 45
19	Painters and upholsterers.	63 19	55 20	66 83	63 15	73 77	63 14	72 23	71 44	80 66	73 37	79 90	79 10
20	Electricians.	74 98	75 18	84 80	78 44	78 42	74 10	83 92	79 74	83 79	85 52	89 47	86 03
21	Air-brake men.	66 26	67 20	70 84	67 63	79 28	72 89	79 57	78 49	91 57	91 96	87 54	90 41
22	Car inspectors.	69 20	77 18	80 30	73 48	77 01	83 62	86 98	81 11	91 08	104 21	98 63	95 24
23	Car repairers.	62 72	55 37	66 40	62 24	71 34	62 48	68 82	68 80	85 92	79 88	80 44	82 78
24	Other skilled laborers.	71 49	61 18	75 77	71 07	80 66	70 38	77 26	77 99	91 02	84 05	87 80	88 90
25	Mechanics' helpers and apprentices.	52 54	39 21	53 32	50 39	60 44	46 57	59 92	58 01	71 44	55 33	70 67	68 58
26	Section men.	39 81	29 93	39 43	37 68	48 54	31 64	42 15	42 41	57 19	36 64	50 95	50 31
27	Other unskilled laborers.	48 66	39 25	48 24	46 44	53 42	40 21	53 48	50 71	63 01	45 34	60 18	58 25
28	Foremen of const. gangs and work trains.	79 76	80 27	93 79	84 36	81 96	77 81	71 83	77 54	90 35	82 10	80 73	82 78
29	Other men in const. gangs and work trains.	40 98	36 20	48 89	42 88	51 95	30 50	48 30	46 35	59 56	32 87	55 51	52 44
30	Traveling agents and solicitors.	126 83	117 27	124 65	123 83	131 88	126 60	131 28	130 54	135 65	129 83	140 39	136 73
31	Employees in outside agencies	75 46	70 15	102 01	81 65	78 23	71 87	101 17	86 81	85 00	72 15	102 43	88 10
32	Other traffic employees.	72 70	68 96	90 91	79 97	74 90	118 85	123 10	99 56	92 84	117 97	128 91	110 68
33	Train dispatchers and directors.	122 88	127 37	148 83	132 99	134 40	132 26	157 92	143 45	139 92	138 94	164 41	149 76
34	Telegraphers, telephoners, and block operators.	63 17	64 22	71 41	66 15	68 22	69 71	76 54	71 55	73 79	73 79	80 25	76 29
35	Telegraphers and telephoners operating interlockers.	68 42	70 80	66 69	68 47	73 20	71 76	68 65	72 50	80 30	82 55	72 64	79 60
36	Levermen (nontelegraphers).	60 06	53 53	64 82	60 90	65 62	53 91	65 85	64 73	73 07	63 26	69 74	71 09
37	Telegrapher-clerks.	62 33	65 69	70 54	66 32	67 24	66 53	71 59	69 24	72 80	73 15	75 72	74 31
38	Agent-telegraphers.	66 36	66 79	71 16	68 50	70 33	70 73	72 92	71 69	76 81	79 99	80 15	79 04
39	Station agents (nontelegraphers).	81 23	70 29	77 94	77 63	84 31	64 38	82 90	79 37	90 61	70 74	91 75	86 61
40	Station masters and assistants.	100 20	76 51	82 03	91 29	112 13	78 58	84 28	84 08	115 03	105 79	90 36	106 96
41	Station service employees (except Nos. 5, 6, 37, 38, 39, 40 & 68)	52 53	34 65	56 15	50 22	57 27	37 59	59 87	54 73	60 99	43 72	62 14	58 57
42	Yardmasters.	131 40	121 20	135 83	131 09	134 12	131 14	139 03	135 35	150 08	140 24	157 28	151 12
43	Yardmaster's assistants (not yard clerks)	119 69	108 21	123 44	118 79	128 79	119 63	136 25	129 29	140 31	131 17	157 68	143 45
44	Yard engineers and motormen.	126 50	120 52	131 24	126 76	132 57	127 26	141 32	134 39	147 50	146 74	155 27	149 78
45	Yard firemen and helpers.	78 15	64 98	78 24	75 99	81 95	70 43	88 66	82 30	91 70	81 57	95 94	91 66
46	Yard conductors (or foremen).	113 21	104 66	116 30	112 66	117 97	109 50	123 93	118 61	130 62	127 33	138 19	132 52
47	Yard brakemen (switchmen or helpers).	96 38	87 65	104 51	91 93	100 23	85 91	105 89	99 81	111 35	96 13	118 04	111 18
48	Yard switch tenders.	60 90	55 13	58 26	59 99	64 68	56 33	59 15	62 99	72 73	58 87	67 52	70 48
49	Other yard employees.	54 68	48 97	46 34	51 45	53 83	29 08	50 98	46 71	59 17	43 26	58 56	56 01
50	Hostlers.	79 99	80 12	83 03	80 95	85 13	83 53	94 23	87 93	100 92	100 83	109 19	103 68
51	Enginehouse-men.	57 68	44 59	61 26	56 58	64 24	48 96	60 67	60 18	76 50	55 89	68 57	69 70
52	Road freight engineers and motormen.	149 22	159 20	154 71	152 75	145 04	148 48	169 36	154 32	167 38	171 06	188 39	175 64
53	Road freight firemen and helpers.	94 44	88 71	96 41	94 10	90 61	79 00	105 11	93 82	104 09	90 14	116 22	106 11
54	Road freight conductors.	131 25	125 87	135 15	131 59	129 09	124 73	146 01	134 77	151 50	144 53	162 51	154 56
55	Road freight brakemen and flagmen.	85 19	76 89	92 09	85 83	83 88	74 69	99 95	87 70	97 90	86 09	110 23	100 17
56	Road passenger engineers and motormen.	170 28	190 24	182 68	178 46	165 03	185 89	187 89	177 04	171 68	202 16	196 64	185 93
57	Road passenger firemen and helpers.	104 10	100 32	113 69	106 87	101 48	100 09	118 73	108 11	103 93	110 12	124 27	112 83
58	Road passenger conductors.	155 28	146 82	154 33	153 57	153 99	150 99	161 23	156 41	161 87	162 81	166 17	163 75
59	Road passenger baggagemen.	93 31	84 31	68 77	87 03	93 63	90 85	85 66	91 49	99 59	99 11	92 55	98 01
60	Road passenger brakemen and flagmen.	90 51	72 30	82 42	85 23	89 06	76 30	84 96	85 94	94 61	84 68	86 71	91 10
61	Other road train employees.	73 73	68 07	67 67	69 00	85 87	47 94	68 51	65 75	86 19	51 17	71 63	68 11
62	Crossing flagmen and gatemen.	39 97	35 48	40 27	39 59	42 06	34 44	40 03	40 89	46 04	37 11	43 64	44 65
63	Drawbridge operators.	60 38	40 82	58 55	55 33	63 91	45 10	60 63	58 62	69 33	49 95	64 85	63 50
64	Floating equipment employees.	63 55	56 35	68 62	54 61	74 92	58 50	74 30	74 36	78 76	54 98	92 17	79 94
65	Express service employees	49 08	36 00				62 67		67 25	8 14	6 82		7 15
66	Policemen and watchmen	58 75	50 05	65 91	59 15	69 95	54 17	68 85	67 23	75 56	58 63	80 04	74 84
67	Other transportation employees.	55 30	45 05	47 50	52 00	51 17	47 89	66 41	56 35	65 37	60 47	80 12	70 31
68	All other employees.	57 05	40 34	41 28	50 53	54 72	51 22	49 23	51 84	59 90	51 22	53 28	55 48

Employees and their Compeneation for the Year ended December 31. 1917, Arranged by Occupations.

This Statement is compiled from returns made to this Commission on Interstate Commerce Commission's Annual Report Form No.561, for the year ended December 31, 1917. Employees in this statement are grouped according to the occupational classification of the Interetate Commerce Commission. It will be noted that this table gives the average number of employees in each class throughout the year and that this average number in total (1,740,479) is about 11 per cent below the actual number employed during December (1,939,399). It is assumed by this Commission that the actual number employed in December (1,939,399) will more correctly represent the average number of employees for 1918 than the average number employed in 1917 (1,740,479).

55	Road freight brakemen and flagmen,	67	364	212	395	265			80	975	428	19
56	Road passenger engineers and motormen,	13	186	32	122	898			29	420	698	06
57	Road passenger firemen and helpers,	12	984	30	815	962			17	579	531	65
58	Road passenger conductors,	10	559	28	123	655			20	748	809	45
59	Road passenger baggagemen,	5	430	15	488	313			6	386	101	56
60	Road passenger brakemen and flagmen,	14	722	38	210	421			16	094	430	91
61	Other road train employees,	3	549	9	602	410			2	900	500	05
62	Crossing flagmen and gatemen,	16	238				6203	805	8	699	533	16
63	Drawbridge operators,	1	347				589	209	1	026	350	32
64	Floating equipment employees,	9	410	35	020	859			9	027	289	94
65	Express service employees,		4		3	361					343	34
66	Policemen and watchmen,	11	512				4299	589	10	338	286	87
67	Other transportation employees,	5	806				2246	330	4	898	811	19
68	All other employees,	19	598				7203	917	13	047	689	07
69	TOTAL,	1740	079	4754	151	835	72034	635	1750	527	314	18

Estimate of Increased Cost Resulting from Commission's award, based on December 1917

An estimate of the probable effect of the new rates upon the cost of operating the Railroads during 1918 is presented in the table next attached.

This estimate is made by applying to the average monthly earnings of each class of employees, the rate per cent of increase prescribed for that amount as disclosed by the table of increased rates in the main body of the report.

The figures contained in this table do not include the increases awarded to those employees who are in the service of what are known as Class II and Class III roads, under the Interstate Commerce Commission's classification, nor do they include those of the sleeping and parlor car companies. All of the above, in so far as they are under Government control, come within the conclusions of this report.

58	Road passenger conductors.	11	811	21	765	780	23	208	615	25	109	004
59	Road passenger baggagemen.	6	070	6	339	264	7	139	048	8	763	399
60	Road passenger brakemen and flagmen.	16	465	16	839	744	17	999	538	23	469	551
61	Other road train employees.	3	976	3	292	128	3	249	664	4	641	900
62	Crossing flagmen and gatemen.	18	153	8	624	124	9	726	377	12	980	844
63	Drawbridge operators.	1	513	1	004	568	1	152	906	1	416	441
64	Floating equipment employees.	10	531	6	901	176	10	102	178	9	730	658
65	Express service employees.											
66	Policemen and watchmen.	12	878	9	140	808	11	565	474	12	888	539
67	Other transportation employees.	6	497	4	054	128	5	481	649	5	756	862
68	All other employees.	21	915	13	288	380	14	590	130	18	869	500
	Total	1,939	399	1,611	567	384	1,917	419	220	2,205	432	938
	Total amount of such increase			$593,865,554			$288,013,718					
	Per cent of increase			36.85			15.021					

APPENDIX V.

APPLICATION OF INCREASES TO ALL CLASSES OF EMPLOYEES OTHER THAN THOSE IN TRAIN AND ENGINE SERVICE.

Except as otherwise stated in this report and appendix the award is to be applied to the straight time wages of each position in the railroad service, as of December 31, 1915.

Inasmuch as there have been reductions of hours by statute and by voluntary action of carriers, we have not dealt with the question as to whether the reductions of hours are tantamount to an increase in wages. In some cases the decreases in daily hours of work did effect an increase in wages arising out of overtime, but in other cases where the railroads conformed to an eight or a nine-hour day, there was no increase in the total monthly compensation. For this reason we have found it altogether impracticable to deal with decreases in hours as being increases in pay.

NO REDUCTION IN CURRENT EARNINGS.

In those cases where increases have been made by the railroads since December 31, 1915 in excess of the amounts stated in the report, page twenty , present wages shall apply, for in no instance shall the application thereof operate to reduce present earnings.

APPLICATION OF INCREASES TO TIME WORKERS.

The railroads will increase the rate of compensation of time workers as indicated by the schedules of increases included in this appendix. Each worker will accordingly receive an increase in proportion to the time worked.

A. As to the employee who may have been promoted since December 31, 1915, his increase will be based upon the rate of his present position as of December 31, 1915.

B. As to the employee who has been reduced in position, his increase will be based upon the rate of his present position as of December 31, 1915.

C. Overtime is not to be considered solely as the number of hours in excess of the normal hours per month of the position, but rather the time employed in excess of the normal hours per day, and is to be paid for on the basis of the increased wage rate provided for in the schedules of increases included in this appendix.

D. This award shall not disturb existing rules or schedules with respect to payment for overtime.

The rates named herein, under the several headings, "New Rates", where they are higher than the rates in effect in 1918 will

be applied to the occupants of positions that carried the rates in 1915, stated under the heading "Old Rates".

In all cases where the "New Rates" are lower than the rates now in effect, for occupants of positions that in 1915 carried the rates named under the heading "Old Rates" - the rates now in effect will remain undisturbed.

The standard month upon which the schedule of increases is based, consists of the number of hours (whether 8, 9, 10, 11 or 12) constituting the standard day, multiplied by 26 days for six day workers, and 30 days for 7 day workers. Overtime, where now called for by rules, schedules or agreements, begins at the end of the standard present day.

These rules will apply to foremen, chief clerks and others employed in a supervisory capacity as well as to their subordinates.

TABLE OF INCREASES OF DAILY WAGES

Old rate per day	New rate per day 26 day mo.	New rate per day 30 day mo.	Old rate per day	New rate per day 26 day mo.	New rate per day 30 day mo.
.75	1.52	1.40	2.25	3.17	3.17
.80	1.57	1.45	2.30	3.24	3.24
.85	1.62	1.50	2.35	3.31	3.31
.90	1.67	1.55	2.40	3.38	3.38
.95	1.72	1.60	2.45	3.45	3.45
1.00	1.77	1.65	2.50	3.53	3.52
1.05	1.82	1.70	2.55	3.60	3.58
1.10	1.87	1.75	2.60	3.67	3.65
1.15	1.92	1.80	2.65	3.74	3.71
1.20	1.97	1.85	2.70	3.81	3.78
1.25	2.02	1.90	2.75	3.88	3.83
1.30	2.07	1.95	2.80	3.95	3.89
1.35	2.12	2.00	2.85	4.02	3.92
1.40	2.17	2.05	2.90	4.09	3.97
1.45	2.22	2.10	2.95	4.16	4.01
1.50	2.27	2.15	3.00	4.23	4.06
1.55	2.32	2.22	3.05	4.30	4.09
1.60	2.37	2.29	3.10	4.36	4.13
1.65	2.42	2.34	3.15	4.41	4.18
1.70	2.47	2.40	3.20	4.48	4.22
1.75	2.52	2.47	3.25	4.55	4.27
1.80	2.57	2.54	3.30	4.60	4.30
1.85	2.65	2.61	3.35	4.65	4.35
1.90	2.72	2.68	3.40	4.70	4.39
1.95	2.77	2.75	3.45	4.72	4.44
2.00	2.82	2.82	3.50	4.77	4.48
2.05	2.89	2.89	3.55	4.80	4.51
2.10	2.96	2.96	3.60	4.85	4.56
2.15	3.03	3.03	3.65	4.90	4.60
2.20	3.10	3.10	3.70	4.93	4.65

Old rate per day	New rate per day 26 day mo.	New rate per day 30 day mo.	Old rate per day	New rate per day 26 day mo.	New rate per day 30 day mo.
3.75	4.98	4.69	5.25	6.25	5.97
3.80	5.02	4.73	5.30	6.30	6.01
3.85	5.05	4.77	5.35	6.33	6.05
3.90	5.10	4.82	5.40	6.38	6.09
3.95	5.15	4.86	5.45	6.43	6.14
4.00	5.20	4.91	5.50	6.47	6.18
4.05	5.23	4.94	5.55	6.51	6.22
4.10	5.28	4.98	5.60	6.55	6.27
4.15	5.32	5.03	5.65	6.60	6.30
4.20	5.36	5.07	5.70	6.63	6.35
4.25	5.40	5.12	5.75	6.68	6.39
4.30	5.45	5.15	5.80	6.73	6.43
4.35	5.48	5.20	5.85	6.76	6.48
4.40	5.53	5.24	5.90	6.83	6.52
4.45	5.59	5.29	5.95	6.85	6.56
4.50	5.62	5.33	6.00	6.90	6.61
4.55	5.66	5.37	6.05	6.93	6.65
4.60	5.70	5.41	6.10	6.98	6.68
4.65	5.75	5.45	6.15	7.02	6.73
4.70	5.78	5.50	6.20	7.06	6.77
4.75	5.83	5.54	6.25	7.11	6.82
4.80	5.88	5.59	6.30	7.15	6.86
4.85	5.91	5.62	6.35	7.19	6.90
4.90	5.96	5.67	6.40	7.23	6.94
4.95	6.00	5.71	6.45	7.28	6.99
5.00	6.05	5.76	6.50	7.32	7.03
5.05	6.08	5.80	6.55	7.36	7.07
5.10	6.13	5.83	6.60	7.40	7.10
5.15	6.17	5.88	6.65	7.45	7.14
5.20	6.21	5.92	6.70	7.49	7.18

Old rate per day	New rate per day 26 day mo.	New rate per day 30 day mo.	Old rate per day	New rate per day 26 day mo.	New rate per day 30 day mo.
6.75	7.53	7.22	7.20	7.91	7.60
6.80	7.58	7.27	7.25	7.96	7.65
6.85	7.61	7.31	7.30	7.98	7.69
6.90	7.66	7.35	7.35	8.04	7.73
6.95	7.70	7.39	7.40	8.08	7.78
7.00	7.75	7.44	7.45	8.12	7.82
7.05	7.78	7.48	7.50	8.17	7.86
7.10	7.83	7.52	7.55	8.21	7.92
7.15	7.88	7.56	7.60	8.25	7.96

TABLE OF INCREASE IN DAILY RATES

Reduced to monthly wages on basis of 26 days per month, showing present rates and new rates per month

WAGES			WAGES		
Rates per day	old per mo.	new per mo.	Rates per day	old per mo.	new per mo.
.75	$19.50	$39.50	2.25	$58.50	$82.48
.80	20.80	40.80	2.30	59.80	84.32
.85	22.10	42.10	2.35	61.10	86.15
.90	23.40	43.40	2.40	62.40	87.98
.95	24.70	44.70	2.45	63.70	89.82
1.00	26.00	46.00	2.50	65.00	91.65
1.05	27.30	47.30	2.55	66.30	93.48
1.10	28.60	48.60	2.60	67.60	95.32
1.15	29.90	49.90	2.65	68.90	97.15
1.20	31.20	51.20	2.70	70.20	98.98
1.25	32.50	52.50	2.75	71.50	100.82
1.30	33.80	53.80	2.80	72.80	102.65
1.35	35.10	55.10	2.85	74.10	104.48
1.40	36.40	56.40	2.90	75.40	106.31
1.45	37.70	57.70	2.95	76.70	108.15
1.50	39.00	59.00	3.00	78.00	109.98
1.55	40.30	60.30	3.05	79.30	111.81
1.60	41.60	61.60	3.10	80.60	113.24
1.65	42.90	62.90	3.15	81.90	114.66
1.70	44.20	64.20	3.20	83.20	116.48
1.75	45.50	65.50	3.25	84.50	118.30
1.80	46.80	66.92	3.30	85.80	119.60
1.85	48.10	68.78	3.35	87.10	120.84
1.90	49.40	70.64	3.40	88.40	122.11
1.95	50.70	71.99	3.45	89.70	122.84
2.00	52.00	73.70	3.50	91.00	124.10
2.05	53.30	75.15	3.55	92.30	124.85
2.10	54.60	76.99	3.60	93.60	126.12
2.15	55.90	78.82	3.65	94.90	127.37
2.20	57.20	80.65	3.70	96.20	128.14

	WAGES			WAGES	
Rate per day	old per mo.	new per mo.	Rate per day	old per mo.	new per mo.
3.75	$97.50	129.39	5.50	143.00	168.30
3.80	98.80	130.64	5.55	144.30	169.18
3.85	100.10	131.42	5.60	145.60	170.38
3.90	101.40	132.67	5.65	146.90	171.58
3.95	102.70	133.91	5.70	148.20	172.48
4.00	104.00	136.15	5.75	149.50	173.67
4.05	105.30	135.95	5.80	150.80	174.87
4.10	106.60	137.19	5.85	152.10	175.77
4.15	107.90	138.42	5.90	153.40	177.54
4.20	109.20	139.23	5.95	154.70	178.15
4.25	110.50	140.47	6.00	156.00	179.51
4.30	111.80	141.70	6.05	157.30	180.25
4.35	113.10	142.52	6.10	158.60	181.44
4.40	114.40	143.76	6.15	159.90	182.64
4.45	115.70	145.23	6.20	161.20	183.54
4.50	117.00	145.20	6.25	162.50	184.73
4.55	118.30	147.04	6.30	163.80	185.93
4.60	119.60	148.26	6.35	165.10	186.83
4.65	120.90	149.48	6.40	166.40	188.03
4.70	122.20	150.32	6.45	167.70	189.22
4.75	123.50	151.53	6.50	169.00	190.40
4.80	124.80	152.76	6.55	170.30	191.32
4.85	126.10	153.60	6.60	171.60	192.50
4.90	127.40	154.83	6.65	172.90	193.68
4.95	128.70	156.04	6.70	174.20	194.60
5.00	130.00	157.25	6.75	175.50	195.79
5.05	131.30	158.11	6.80	176.80	196.97
5.10	132.60	159.32	6.85	178.10	197.90
5.15	133.90	160.53	6.90	179.40	199.08
5.20	135.20	161.40	6.95	180.70	200.27
5.25	136.50	162.61			
5.30	137.80	163.82			
5.35	139.10	164.68			
5.40	140.40	165.90			
5.45	141.70	167.09			

WAGES			WAGES		
Rates per day	old per mo	new per mo.	Rates per day	old per mo.	new per mo.
7.00	182.00	201.46	8.60	221.00	234.59
7.05	183.30	202.38	8.65	222.30	235.55
7.10	184.60	203.56	8.60	223.60	236.73
7.15	185.90	204.75	8.65	224.90	237.90
7.20	187.20	205.68	8.70	226.20	238.86
7.25	188.50	206.86	8.75	227.50	240.01
7.30	189.80	207.38	8.80	228.80	241.19
7.35	191.10	208.97	8.85	230.10	242.16
7.40	192.40	210.14	8.90	231.40	243.32
7.45	193.70	211.33	8.95	232.70	244.49
7.50	195.00	212.49	9.00	234.00	245.61
7.55	196.30	213.44	9.05	235.30	246.62
7.60	197.60	214.61	9.10	236.60	247.79
7.65	198.90	215.79	9.15	237.90	248.94
7.70	200.20	216.74	9.20	239.20	249.92
7.75	201.50	218.14	9.25	240.50	250.00
7.80	202.80	219.08	9.30	241.80	250.00
7.85	204.10	220.02	9.35	243.10	250.00
7.90	205.40	221.20	9.40	244.40	250.00
7.95	206.70	222.37	9.45	245.70	250.00
8.00	208.00	223.56	9.50	247.00	250.00
8.05	209.30	224.50	9.55	248.30	250.00
8.10	210.60	225.68	9.60	249.60	250.00
8.15	211.90	226.84			
8.20	213.20	227.80			
8.25	214.50	228.96			
8.30	215.80	230.13			
8.35	217.10	231.09			
8.40	218.40	232.27			
8.45	219.70	233.43			

TABLE OF INCREASES IN DAILY RATES

(Reduced to monthly wages on basis of 30 days per month, present rates and new rates per month.)

WAGES			WAGES		
Rates per day	Old per mo.	New per mo.	Rates per day	Old per mo.	New per mo.
.75	$23.25	$43.25	2.25	$ 69.75	$98.35
.80	24.80	44.80	2.30	71.30	100.53
.85	26.35	46.35	2.35	72.85	102.72
.90	27.90	47.90	2.40	74.40	104.90
.95	29.45	49.45	2.45	75.95	107.09
1.00	31.00	51.00	2.50	77.50	109.28
1.05	32.55	52.55	2.55	79.05	111.46
1.10	34.10	54.10	2.60	80.60	113.19
1.15	35.65	55.65	2.65	82.15	115.01
1.20	37.20	57.20	2.70	83.70	117.18
1.25	38.75	58.75	2.75	85.25	118.81
1.30	40.30	60.30	2.80	86.80	120.43
1.35	41.85	61.85	2.85	88.35	121.51
1.40	43.40	63.40	2.90	89.90	123.12
1.45	44.95	64.95	2.95	91.45	124.21
1.50	46.50	66.50	3.00	93.00	125.80
1.55	48.05	68.71	3.05	94.55	126.91
1.60	49.60	70.93	3.10	96.10	128.00
1.65	51.15	72.63	3.15	97.65	129.59
1.70	52.70	74.31	3.20	99.20	130.70
1.75	54.25	76.49	3.25	100.75	132.27
1.80	55.80	78.68	3.30	102.30	133.39
1.85	57.35	80.86	3.35	103.85	134.96
1.90	58.90	83.05	3.40	105.40	136.08
1.95	60.45	85.23	3.45	106.95	137.64
2.00	62.00	87.42	3.50	108.50	138.76
2.05	63.55	89.61	3.55	110.05	139.90
2.10	65.10	91.79	3.60	111.60	141.44
2.15	66.65	93.98	3.65	113.15	142.58
2.20	68.20	96.16	3.70	114.70	144.13

WAGES			WAGES		
RATES per day	Old per mo.	New per mo.	RATES Per day	Old per mo.	New per mo.
3.75	$116.25	$145.26	5.50	$170.50	$191.54
3.80	117.80	146.65	5.55	172.05	192.73
3.85	119.35	147.95	5.60	173.60	194.21
3.90	120.90	149.48	5.65	175.15	195.40
3.95	122.45	150.60	5.70	176.70	196.86
4.00	124.00	152.15	5.75	178.25	198.07
4.05	125.55	153.31	5.80	179.80	199.52
4.10	127.10	154.46	5.85	181.35	200.74
4.15	128.65	155.98	5.90	182.90	202.20
4.20	130.20	157.13	5.95	184.45	203.39
4.25	131.75	158.65	6.00	186.00	204.86
4.30	133.30	159.81	6.05	187.55	206.06
4.35	134.85	161.32	6.10	189.10	207.27
4.40	136.40	162.49	6.15	190.65	208.73
4.45	137.95	163.99	6.20	192.20	209.92
4.50	139.50	165.15	6.25	193.75	211.38
4.55	141.05	166.33	6.30	195.30	212.58
4.60	142.60	167.83	6.35	196.85	214.04
4.64	144.15	169.00	6.40	198.40	215.24
4.70	145.70	170.50	6.45	199.95	216.70
4.75	147.25	171.68	6.50	201.50	217.90
4.80	148.80	173.17	6.55	203.05	219.13
4.85	150.35	174.35	6.60	204.60	220.56
4.90	151.90	175.84	6.65	206.15	221.78
4.95	153.45	177.02	6.70	207.70	223.24
5.00	155.00	178.50	6.75	209.25	224.44
5.05	156.55	179.69	6.80	210.80	225.89
5.10	158.10	180.87	6.85	212.35	227.11
5.15	159.65	182.35	6.90	213.90	228.55
5.20	161.20	183.54	6.95	215.45	229.76
5.25	162.75	185.01	7.00	217.00	231.19
5.30	164.30	186.22	7.05	218.55	232.43
5.35	165.85	187.68	7.10	220.10	233.64
5.40	167.40	188.88	7.15	221.65	235.08
5.45	168.95	190.34	7.20	223.20	236.30

WAGES			WAGES		
Rates per day	Old per mo.	New per mo.	Rates per day	Old per mo.	New per mo.
7.25	$224.75	$237.74	7.75	$240.25	$250.00
7.30	226.30	348.96	7.80	241.80	250.00
7.35	227.85	240.38	7.85	243.35	250.00
7.40	229.40	241.63	7.90	244.90	250.00
7.45	230.95	243.05	7.95	246.45	250.00
7.50	232.50	244.28	8.00	248.00	250.00
7.55	234.05	245.50	8.05	249.55	250.00
7.60	235.60	246.93			
7.65	237.15	248.15			
7.70	238.70	249.58			

Table of increased rates per hour for compensation of hourly workers showing old rates in Column 1 and new rates per hour for 8, 9, 10, 11, and 12 hour workers. - Above 12 hours same as 12.

Old Hourly rates of pay in cents	NEW RATES IN CENTS PER HOUR				
	8 hours	9 hours	10 hours	11 hours	12 hours
10	19.75	18.50	17.75	17.00	16.50
10.5	20.25	19.00	18.25	17.50	17.00
11	20.75	19.50	18.75	18.00	17.50
11.5	21.25	20.00	19.25	18.50	18.00
12	21.75	20.50	19.75	19.00	18.50
12.5	22.25	21.00	20.25	19.50	19.00
13	22.75	21.50	20.75	20.00	19.50
13.5	23.25	22.00	21.25	20.50	20.00
14	23.75	22.50	21.75	21.00	20.50
14.5	24.25	23.00	22.25	21.50	21.00
15	24.75	23.50	22.75	22.00	21.50
15.5	25.25	24.00	23.25	22.50	22.25
16	25.75	24.50	23.75	23.00	23.00
16.5	26.25	25.00	24.25	23.75	23.75
17	26.75	25.50	24.75	24.50	24.00
17.5	27.25	26.00	25.00	25.00	24.75
18	27.75	26.50	25.75	25.50	25.50
18.5	28.25	27.00	27.25	26.25	26.25
19	28.75	27.50	27.25	27.00	27.00
19.5	29.25	28.00	27.75	27.50	27.50
20	29.75	28.75	28.50	28.25	28.25
20.5	30.25	29.50	29.00	29.00	29.00
21	30.75	30.00	29.75	29.75	29.75
21.5	31.25	30.75	30.50	30.50	30.50
22	31.75	31.25	31.00	31.00	31.00
22.5	32.25	31.75	31.75	31.75	31.75
23	33.00	32.50	32.50	32.50	32.50
23.5	33.75	33.25	33.25	33.25	33.25
24	34.50	34.00	34.00	34.00	34.00
24.5	35.00	34.50	34.50	34.75	34.75

Old Hourly rates of pay in cents	NEW RATES IN CENTS PER HOUR				
	8 hours	9 hours	10 hours	11 hours	12 hours
25	35.50	35.25	35.25	35.25	35.25
25.5	36.00	36.00	36.00	36.00	36.00
26	36.75	36.75	36.75	36.75	36.50
26.5	37.50	37.50	37.50	37.50	37.25
27	38.25	38.00	38.00	38.25	38.00
27.5	39.00	38.75	38.75	39.00	38.50
28	39.50	39.50	39.50	39.50	38.75
28.5	40.25	40.25	40.25	40.00	39.25
29	41.00	41.00	41.00	40.75	39.75
29.5	41.75	41.75	41.75	41.50	40.00
30	42.50	42.50	42.50	42.00	40.50
30.5	43.25	43.00	43.00	42.25	41.00
31	43.75	43.75	43.75	42.75	41.50
31.5	44.50	44.50	44.25	43.00	41.75
32	45.25	45.25	45.00	43.50	42.25
32.5	46.00	46.00	45.50	44.00	42.50
33	46.75	46.50	46.00	44.50	43.25
33.5	47.25	47.25	46.50	45.00	43.50
34	48.00	48.00	46.75	45.25	43.75
34.5	48.75	48.50	47.25	45.75	44.25
35	49.50	49.00	47.75	46.00	44.75
35.5	50.25	49.75	48.00	46.50	45.25
36	51.00	50.50	48.50	47.00	45.50
36.5	51.50	51.00	49.00	47.50	46.00
37	52.25	51.50	49.50	48.00	46.50
37.5	53.00	52.00	49.75	48.25	47.00
38	53.75	52.25	50.25	48.75	47.25
38.5	54.00	52.50	50.75	49.00	47.75
39	54.75	53.00	51.00	49.50	48.25
39.5	55.50	53.50	51.50	50.00	48.50

Old Hourly rates of pay in cents.	NEW RATES IN CENTS PER HOUR				
	8 hours	9 hours	10 hours	11 hours	12 hours
40	56.00	54.00	52.00	50.25	49.00
40.5	56.75	54.50	52.50	50.75	49.50
41	57.25	55.00	52.75	51.25	50.00
41.5	57.75	55.25	53.25	51.75	50.25
42	58.25	55.75	53.75	52.00	50.75
42.5	58.50	56.00	54.00	52.50	51.25
43	59.00	56.50	54.50	53.00	51.50
43.5	59.50	57.00	55.00	53.25	52.00
44	60.00	57.50	55.50	53.75	52.50
44.5	60.25	57.75	55.75	54.25	53.00
45	60.75	58.25	56.25	54.75	53.25
45.5	61.25	58.50	56.75	55.00	53.75
46	61.50	59.00	57.00	55.50	54.25
46.5	62.00	59.50	57.50	56.00	54.50
47	62.50	60.00	58.00	56.25	55.00
47.5	63.00	60.25	58.50	56.75	55.50
48	63.25	60.75	58.75	57.25	55.75
48.5	63.75	61.25	59.25	57.75	56.25
49	64.25	61.75	59.75	58.00	56.75
49.5	64.75	62.25	60.00	58.50	57.00
50	65.00	62.50	60.50	59.00	57.75
50.5	65.25	62.75	61.00	59.25	58.00
51	65.75	63.25	61.50	59.75	58.25
51.5	66.25	63.75	61.75	60.25	58.75
52	66.50	64.25	62.25	60.50	59.25
52.5	67.00	64.75	62.50	61.00	59.75
53	67.50	65.00	63.00	61.50	60.00
53.5	68.00	65.50	63.50	61.75	60.50
54	68.25	66.00	64.00	62.25	61.00
54.5	68.75	66.25	64.25	62.75	61.25

Old Hourly rates of pay in cents.	NEW RATES IN CENTS PER HOUR				
	8 hours	9 hours	10 hours	11 hours	12 hours
55	69.25	66.75	64.75	63.00	61.75
55.5	69.75	67.25	65.25	63.50	62.25
56	70.00	67.50	65.75	64.00	62.75
56.5	70.50	68.00	66.00	64.50	63.00
57	71.00	68.50	66.50	64.75	63.50
57.5	71.50	69.00	67.00	65.25	64.00
58	71.75	69.25	67.25	65.75	64.50
58.5	72.25	69.75	67.75	66.00	64.75
59	72.75	70.00	68.25	66.50	65.25
59.5	73.25	70.50	68.50	67.00	65.75
60	73.50	71.00	69.00	67.50	66.00
60.5	74.00	71.50	69.50	67.75	66.50
61	74.50	72.00	70.00	68.25	67.00
61.5	74.75	72.25	70.25	68.75	67.25
62	75.25	72.75	70.75	69.00	67.75
62.5	75.75	73.00	71.25	69.50	68.25
63	76.00	73.50	71.50	70.00	68.50
63.5	76.50	74.00	72.00	70.50	69.00
64	76.75	74.50	72.50	70.75	69.50
64.5	77.25	75.00	73.00	71.25	69.75
65	77.75	75.25	73.25	71.75	70.25
65.5	78.25	75.75	73.75	72.00	70.75
66	78.50	76.00	74.25	72.50	71.25
66.5	79.00	76.50	74.50	73.00	71.50
67	79.50	77.00	75.00	73.25	72.00
67.5	80.00	77.50	75.50	73.75	72.50
68	80.25	77.75	75.75	74.25	72.75
68.5	80.75	78.25	76.25	74.75	73.25
69	81.25	78.75	76.75	75.00	73.75
69.5	81.50	79.00	77.25	75.50	74.25
70	82.00	79.50	77.50	76.00	74.50
70.5	82.50	80.00	78.00	76.25	75.00
71	83.00	80.25	78.50	76.75	75.50
71.5	83.25	80.75	78.75	77.25	75.75
72	83.75	81.25	79.25	77.75	76.25

Old Hourly Rates Of Pay In Cents	NEW RATES IN CENTS PER HOUR				
	8 Hours	9 Hours	10 Hours	11 Hours	12 Hours
72.5	84.25	81.75	79.75	78.00	76.75
73	84.50	82.00	80.00	78.50	77.00
73.5	85.00	82.50	80.50	78.75	77.50
74	85.50	82.75	81.00	79.25	78.00
74.5	86.00	83.25	81.25	79.75	78.25
75	86.50	83.75	81.75	80.00	78.75
75.5	86.75	84.25	82.00	80.50	79.25
76	87.00	84.50	82.50	81.00	79.50
76.5	87.50	85.00	83.00	81.50	80.00
77	88.00	85.50	83.50	81.75	80.50
77.5	88.25	85.75	84.00	82.25	81.00
78	88.75	86.25	84.25	82.50	81.25
78.5	89.25	86.75	84.75	83.00	81.75
79	89.75	87.25	85.25	83.50	82.25
79.5	90.00	87.50	85.50	84.00	82.50
80	90.50	88.00	86.00	84.50	83.00
80.5	91.00	88.50	86.50	84.75	83.00
81	91.25	88.75	87.00	85.25	83.00
81.5	91.75	89.25	87.25	85.50	83.00
82	92.25	89.75	87.75	86.00	83.00
82.5	92.75	90.00	88.00	86.50	83.00
83	93.00	90.50	88.50	87.00	83.00
83.5	93.50	91.00	89.00	87.50	
84	94.00	91.50	89.50	87.75	
84.5	94.50	91.75	89.75	88.25	
85	94.75	92.25	90.25	88.50	
85.5	95.25	92.50	90.75	89.00	
86	95.75	93.00	91.00	89.50	
86.5	96.00	93.50	91.50	90.00	
87	96.50	94.00	92.00	90.25	
87.5	97.00	94.50	92.50	90.75	
88	97.25	94.75	92.75	90.75	
88.5	97.75	95.25	93.25	90.75	
89	98.25	95.50	93.50	90.75	
89.5	98.50	96.00	94.00	90.75	

Old Hourly Rates Of Pay In Cents	NEW RATES IN CENTS PER HOUR				
	8 Hours	9 Hours	10 Hours	11 Hours	12 Hours
90	99.00	96.50	94.50	90.75	
90.5	99.50	97.00	95.00	90.75	
91	99.75	97.50	95.50		
91.5	100.25	97.75	95.75		
92	100.75	98.25	96.25		
92.5	101.25	98.50	96.50		
93	101.50	99.00	97.00		
93.5	102.00	99.50	97.50		
94	102.50	100.00	98.00		
94.5	102.75	100.25	98.25		
95	103.25	100.75	98.75		
95.5	103.75	101.25	99.25		
96	104.25	101.50	99.50		
96.5	104.50	102.00	99.50		
97	105.00	102.50	99.50		
97.5	105.50	102.75	99.50		
98	106.00	103.25	99.50		
98.5	106.25	103.75	99.50		
99	106.75	104.25	99.50		
99.5	107.25	104.50	99.50		
100	107.50	105.00			
100.5	108.00	105.50			
101	108.25	106.00			
101.5	108.75	106.25			
102	109.25	106.75			
102.5	109.75	107.00			
103	110.00	107.50			
103.5	110.50	108.00			
104	111.00	108.50			
104.5	111.25	108.75			
105	111.75	109.25			
105.5	112.25	109.75			
106	112.75	110.00			
106.5	113.00	110.50			
107	113.50	110.50			

Old Hourly Rates Of Pay In Cents		NEW RATES IN CENTS PER HOUR			
	8 Hours	9 Hours	10 Hours	11 Hours	12 Hours
107.5	114.00	110.50			
108	114.25	110.50			
108.5	114.75	110.50			
109	115.25	110.50			
109.5	115.75	110.50			
110	116.00	110.50			
110.5	116.50	110.50			
111	117.00				
111.5	117.25				
112	117.75				
112.5	118.25				
113	118.50				
113.5	119.00				
114	119.50				
114.5	119.50				
115	119.50				
115.5	119.50				
116	119.50				
116.5	119.50				
117	119.50				
117.5	119.50				
118	119.50				
118.5	119.50				
119	119.50				
119.5	119.50				

ILLUSTRATION OF APPLICATION OF RATES TO EMPLOYEES ON A DAILY RATE OF PAY

Sectionman C was employed in 1918, but not in 1915. The rate of pay on the division where he is employed in 1918, in 1915 was $1.10 per day of 12 hours, 7 days a week. The 1918 rate of pay is, on the same division, $1.50 per day, for the same hours. The monthly rate in 1915 was therefore $33. It is now $45.00. Under the Commission's plan of increases he will be entitled to $53.00 per month ($20 increase), or $8 per month more than his present rate for straight time. He will therefore, be entitled to receive from January 1st to April 30th, $32.00 back pay and in the future to receive $53 per month of 360 hours. His back pay will be computed in the same manner for all overtime worked since January 1, 1918.

EMPLOYEES ON AN HOURLY RATE OF PAY

Machinist "D" was employed in the same shop in 1915 and in 1918 on the same class of work. His hourly rate in 1915 was 35 cents for 9 hours, 26 days a month. He was paid for overtime and Sunday work at time and one-half. In 1918 his hours were reduced to 8 and his rate increased to 40 cents.

According to the Commission's plan his increase will be computed on the basis of his standard 1915 hours at the 1915 rate,

viz: 234 hours per month, $81.90 per month, entitling him to 40 per cent increase in his hourly rate, or 49 cents per hour. In 1918, from January 1st to April 30, he worked 234 hours per month, or an average of 1 hour daily overtime, on the 1918 schedule. This for four months gives him 104 hours overtime. He has been paid as follows:

832 hours straight time at 40¢	$332.80
104 hours overtime at 60¢	62.40
	$395.20

His back pay will be computed as follows:

832 hours straight time at 49¢ per hr.	$407.68
104 hours overtime at 73½¢ per hour,	76.44
	$484.12
Deduct payment at 1918 rates,	395.20
Back pay due,	$ 88.92

and his future rate per hour will be 49 cents.

If the rate per hour for this particular position had been increased to 50 cents on January 1st, 1918, there would be no back pay due, and the rate of 50 cents per hour will be continued.

In the case of machinist "E" who was employed in a shop where the rate for his position was 35 cents per hour for 8 hours work in 1915, with time and one-half for overtime, but in the same position and same shop with the same hours in 1918 his rate is 45 cents per hour; his earnings in 1915 in the standard 208 hour month would be $72.80 per month, and he would be entitled to 41 per cent increase in his hourly rate, viz: to 49½¢ per hour. His straight time and overtime earnings and back pay would be computed in exactly the same manner as machinist "D". The principles illustrated will

apply to all men paid by the hour, whatever their occupation may be.

To Employees on a Monthly Rate of Pay

Chief Clerk A occupied the same position in 1915 and in 1918

1915 Salary - $150.00 Per Month
1918 Salary - $175.00 Per Month

Commission's basis of increase on salaries of $150 per month is 16.17 percent, or $24.25 per month. Increased salary under Commission's plan, $174.25; present salary $175.00. Present salary undisturbed.

Clerk B in 1915 received $100, and on the same desk in 1918 received $112.50 per month. Commission's basis of increase on $100, 31.75 percent, or $31.75. Increased salary under Commission's plan, $131.75. Present salary $112.50. Clerk B is entitled to receive back pay from January 1st to date of the award, at the rate of $19.25 (the difference between $131.75 and $112.50) and to receive monthly, hereafter, $131.75 instead of $112.50. Back pay due January 1 to April 30, $77.00.

EXAMPLES FROM PAY ROLLS OF APPLICATION OF COMMISSION'S PLAN.

MONTHLY

1.	Clerk in 1916 received $100 per month, entitled him, under Commission's plan to	$131.75
	His salary had been raised for same position in 1918 to	135.00
	He is not, therefore, entitled to any advance.	

MONTHLY

2.	Clerk in 1916 received $100 per month, entitles him under Commission's plan to	$131.75
	His salary had been raised for the same position in 1918 to	110.00
	Difference in pay one month	21.75
	four months (Jan. 1 to Apr. 30)	87.00

DAILY

3. Machinist 1916 $4.05
increased by Commission's plan to
$5.23 per day $135.95

1918 his pay was raised for same work to
$5.05 per day, equal per mo. 131.30

Difference in pay 1 month 4.65
4 months 18.60
An 8 hr. 26 day month both years.

Worked 62 hours over time at time and one-half 1918 rate 65.5¢
plus 1/2 32.75 98.25¢ $60.92

Was paid 62 hours over time at
time 63.12
plus ½ 31.56 94.68¢ $58.70 2.22

Total back pay due January 1st
to April 30, 1918 20.82

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HOURLY

4. Machinist worked 8 hours per day
27 days in January, 1918
216 hours at 34¢
Rate under Commission ruling
48¢ equals 103.68

1918 his pay was 37½ per hour
216 hours at 37½ equals 81.00

Difference in one month 22.68

Four months (January 1st to April 30) 90.72

Worked 90 hours over time at time and one-half
72¢, Commission's rate $64.80

Was paid 56¼¢ (time and one-half) 50.63 14.17

Balance due January 1st to April 30th, 1918 $104.89

APPLICATION OF INCREASES TO PIECEWORKERS.

The piece-worker shall receive for each hour worked, the same ratio of increase per hour as is awarded to the hourly worker engaged in similar employment in the same shop.

If the hourly rate has been increased since 1915 to an amount greater than the increase awarded by this Commission, then the higher rate shall prevail.

Where there was no piece rate for an item or operation in the piece rate schedule of 1915, adjust the current price by such an amount as a similar item or operation has been increased or decreased since December 31, 1915, or as near such a plan as practicable.

It is understood that the application of the schedule shall not, in any case, operate to reduce current earnings.

It is also understood that a reduction of hours since December 31, 1915, is not to be considered a wage increase under this award, and this must be considered when increases are absorbed in current rates.

When a pieceworker works overtime or undertime, he shall receive that proportion of the increase provided in the schedule, which the time actually worked bears to the normal time in the position.

It is not intended that this award shall disturb existing rules or schedules with respect to payment for overtime.

Overtime is not to be considered solely as the number of hours employed in excess of the normal hours per month in the position, but rather the time employed in excess of the normal hours per day.

ILLUSTRATION OF APPLICATION
OF INCREASES TO PIECE-WORKERS

Journeyman "F" was employed under a piece-work schedule in a shop where the basic hourly rate was 35 cents for 8 hours, with time and one-half for overtime. This rate under the Commission's plan illustrated above will be increased to 49½¢ per hour. Difference 14½ cents.

Entirely regardless of the schedule of piece rates under which he is paid, under this award "F" will be entitled to receive 14½¢ per hour in addition to his piece-work earnings for every hour worked in 1918 unless the hourly rate shall in the interim have been raised and a proportionate increase made in the piece-work schedule.

For example: Assume that "F" made $90 in January 1915 at his piece-work. At the hourly rate he would have earned only $72.80 and his hourly rate must therefore be increased 41 percent to 49½ cents.

If in 1918 he has attained sufficient skill to earn $100 on the same piece-work schedule, he will be entitled, under this Commission's award to receive, nevertheless 14½¢ per hour for each hour of straight time worked, and for each hour of overtime 21¾¢ additional (time and one-half for overtime).

Assume that in the four months, January 1 to April 30, "F" has worked 832 hours straight time, and 104 hours overtime, and has, at his piece-work schedule earned $400. He will be entitled, nevertheless, to receive as back pay, the following amount:

832 hours at 14½¢ per hour,	$120.64
104 hours at 21¾¢ per hour,	22.62
	$143.26

But if in January, 1918, the basic hourly rate had been increased to 50 cents, and this increase had been correspondingly expressed in his piece-work schedule, he would be entitled to no back pay. If on the other hand, the hourly rate had been increased from 35 in 1915 to 45 in 1918, and this increase had been expressed in a corresponding increase in the piece-work schedule, then "F" would be entitled to receive back pay at 4½ cents per hour for straight time and 6¾ cents per hour overtime.

If the practice in the shop, however, had been to pay pro rata for overtime, then the rate for such overtime since January 1, 1918, would be pro rata at 4½ cents, or 14½ cents per hour, according to whether piece rates had been or had not been increased.

Example from Pay Roll, Showing Application of Commission's Rates.

PIECE-WORK

5. Machinist 1915 rate 38½¢ which at Commission's rate for 8 hours per day entitled him to 54.50¢ per hour. His basic rate had by 1918 been raised 12¢ to 42.5¢ per hour. Piece-work rates had not been raised in the interval.

This man earned in 208 hours $100. He is entitled to a raise of 12¢ per hour.

12¢ X 208	one month	24.96
	four months	97.84.

APPENDIX VI

APPLICATION OF INCREASES TO EMPLOYEES IN THE TRAIN AND ENGINE SERVICE.

In the body of the report it is stated that a plan has been devised for translating the increases applied to employees generally into mileage rates as applicable to employees in the train and engine service of the railroad.

The plan may be simply stated as follows:

There are nine classes of train and engine employees in the I. C. C's Classification. We have computed the average monthly earnings of each of these classes for the fiscal year 1915. We have applied to the mileage rates paid to these classes in 1915, the same rate per cent which we award to those other employees whose monthly straight time wages equal that average. These percentages are included in the table of increases found at page 20 and following, in the main body of the report. This process is more clearly disclosed by the following table:

	Average Monthly Earnings 1915.	Rate % Increase in Mileage rates
Road freight engineers & Motormen	152.75	15½
Road Freight firemen and Helpers,	94.10	34¼
Road Freight conductors,	131.59	20½
Road Freight Bakemen and Flagmen	85.83	39½

Road Passenger Engineers & Motormen	178.46	11¼
Road Passenger Firemen and Helpers	106.87	28¾
Road Passenger Conductors	153.57	15½
Road Passenger Baggagemen	87.03	38¼
Road Passenger Brakemen & Flagmen	85.23	39½

We have worked out the actual application of this percentage system, and in the computations appearing in the tables following, the rate for 1915 appears under the heading "Old" and the increased rates under the heading "New".

By reference to this table it will be seen that the rates for passenger engineers and motormen in 1915, ranging from $4.10 per 100 miles, to $7.00 per 100 miles, will be substituted by new rates ranging from $4.56 per 100 miles to $7.79 per 100 miles.

This plan will apply to all employees of the train and engine service who are paid on the mileage basis. There are some railroads in the United States upon which men in the train and engine service are paid on a monthly wage. Such employees will be entitled to the increased rates named in Appendix V.

Rates for overtime as now in effect, shall be increased by the same percentage as straight time rates.

Table Showing Increased Rates per 100 Miles.

Passenger Engineers		Passenger Firemen		Passenger Conductors		Passengsr Baggagemen		Passenger Trainmen	
Old	New	Old	New	Old	New	Old	New	Old	New
$4.10	$4.56	$1.91	$2.46	$2.50	$2.89	$1.40	$1.94	$1.35	$1.88
4.15	4.62	2.25	2.90	2.60	3.00	1.45	2.00	1.43	1.99
4.20	4.67	2.33	3.00	2.68	3.10	1.49	2.06	1.46	2.04
4.25	4.73	2.34	3.01	2.75	3.18	1.54	2.13	1.47	2.05
4.30	4.78	2.40	3.09	2.90	3.35	1.61	2.24	1.49	2.08
4.35	4.84	2.42	3.12	3.47	4.01	1.65	2.28	1.50	2.09
4.40	4.90	2.45	3.15			1.70	2.35	1.55	2.16
4.45	4.95	2.50	3.22			2.00	2.77	1.60	2.23
4.50	5.01	2.51	3.23					1.87	2.61
4.53	5.04	2.55	3.28						
4.55	5.06	2.60	3.35						
4.60	5.12	2.62	3.37						
4.65	5.17	2.65	3.41						
4.70	5.23	2.69	3.46						
4.75	5.28	2.70	3.48						
4.78	5.32	2.75	3.54						
4.80	5.34	2.76	3.55						
4.90	5.45	2.78	3.58						
4.95	5.51	2.80	3.61						
5.00	5.56	2.84	3.66						
5.05	5.62	2.85	3.67						
5.13	5.71	2.90	3.73						
5.15	5.73	2.95	3.80						
5.28	5.87	3.00	3.86						
5.35	5.95	3.05	3.93						
5.40	6.01	3.10	3.99						
5.53	6.15	3.15	4.06						
5.55	6.17	3.20	4.12						
5.65	6.29	3.30	4.25						
5.90	6.56	3.35	4.31						
6.00	6.68	3.40	4.38						
6.05	6.73	3.45	4.44						
6.25	6.95	3.60	4.64						
6.30	7.01	3.75	4.83						
6.50	7.23	4.00	5.15						
7.00	7.79	4.15	5.34						
		4.25	5.47						

Table Showing Increased Rates per 100 Miles.

Freight Engineers.		Freight Firemen.		Freight Conductors.		Freight Brakemen and Flagmen.	
Old	New	Old	New	Old	New	Old	New
$4.25	$4.91	$2.25	$3.02	$2.31	$2.78	$1.60	$2.23
4.50	5.20	2.36	3.17	2.90	3.49	1.89	2.64
4.70	5.43	2.45	3.29	3.46	4.17	1.93	2.69
4.75	5.49	2.47	3.32	3.63	4.37	2.14	2.99
4.80	5.54	2.50	3.36	3.85	4.64	2.25	3.14
4.85	5.60	2.56	3.44	3.90	4.70	2.33	3.25
4.86	5.61	2.59	3.48	3.975	4.79	2.40	3.35
4.87	5.62	2.60	3.49	4.00	4.82	2.42	3.38
4.88	5.64	2.70	3.62	4.10	4.94	2.48	3.46
4.89	5.65	2.75	3.69	4.13	4.98	2.60	3.63
4.90	5.66	2.78	3.73	4.165	5.02	2.62	3.65
4.95	5.72	2.81	3.77	4.18	5.04	2.65	3.70
4.97	5.74	2.85	3.83	4.24	5.11	2.67	3.72
5.00	5.78	2.87	3.85	4.25	5.12	2.70	3.77
5.05	5.83	2.90	3.89	4.27	5.15	2.72	3.79
5.06	5.84	2.93	3.93	4.38	5.28	2.75	3.84
5.10	5.89	2.95	3.96	4.40	5.30	2.78	3.88
5.13	5.93	3.00	4.03	4.42	5.33	2.80	3.91
5.145	5.95	3.01	4.04	4.43	5.34	2.82	3.93
5.15	5.95	3.03	4.07	4.48	5.40	2.83	3.95
5.17	5.97	3.04	4.08	4.50	5.42	2.85	3.98
5.20	6.01	3.05	4.09	4.51	5.43	2.88	4.02
5.25	6.06	3.07	4.12	4.52	5.45	2.95	4.12
5.28	6.10	3.10	4.16	4.53	5.46	2.98	4.16
5.30	6.12	3.13	4.20	4.54	5.47	2.99	4.17
5.33	6.16	3.15	4.23	4.55	5.48	3.00	4.19
5.35	6.18	3.16	4.24	4.63	5.58	3.02	4.21
5.39	6.23	3.19	4.28	4.64	5.59	3.10	4.32
5.40	6.24	3.20	4.30	4.66	5.62	3.13	4.37
5.43	6.27	3.22	4.32	4.74	5.71	3.14	4.38
5.45	6.29	3.23	4.34	4.77	5.75	3.15	4.39
5.50	6.35	3.245	4.355	4.80	5.78	3.20	4.46
5.55	6.41	3.25	4.36	4.83	5.82	3.21	4.48
5.555	6.415	3.30	4.43	4.84	5.83	3.25	4.53
5.60	6.47	3.35	4.50	4.86	5.86	3.29	4.59

Table Showing Increased Rates per 100 Miles.

Freight Engineers.		Freight Firemen		Freight Conductors.		Freight Brakemen and Flagmen.	
Old	New	Old	New	Old	New	Old	New
$5.61	$6.48	$3.40	$4.56	$4.87	$5.87	$3.33	$4.65
5.65	6.53	3.45	4.63	4.88	5.88	3.41	4.76
5.665	6.545	3.465	4.65	4.96	5.98	3.46	4.83
5.70	6.58	3.50	4.70	5.04	6.07	3.48	4.85
5.75	6.64	3.55	4.77	5.08	6.12	3.60	5.02
5.83	6.73	3.57	4.79	5.10	6.15	3.62	5.05
5.85	6.76	3.60	4.83	5.14	6.19	3.66	5.11
5.90	6.81	3.63	4.87	5.21	6.28	3.707	5.17
5.95	6.87	3.65	4.90	5.67	6.83	3.71	5.18
5.995	6.925	3.70	4.97	5.69	6.86	3.93	5.48
6.00	6.93	3.75	5.03	6.12	7.37	4.24	5.91
6.10	7.05	3.80	5.10	6.45	7.77	4.26	5.94
6.25	7.22	3.90	5.24	7.09	8.54	4.62	6.44
6.50	7.51	3.905	5.245			4.96	6.92
6.75	7.80	3.95	5.30			5.37	7.49
6.80	7.85	4.00	5.37				
6.85	7.91	4.05	5.44				
6.90	7.97	4.10	5.50				
6.95	8.03	4.125	5.535				
7.00	8.09	4.18	5.61				
7.25	8.37	4.25	5.71				
		4.30	5.77				
		4.50	6.04				
		4.55	6.11				

If there were mileage rates in effect in 1915 which are not included in the above tables, they shall be increased in accordance with the percentages contained in the tables in the main body of the report, pages 20 to 27 inclusive.

ILLUSTRATION OF METHOD OF APPLYING INCREASES TO EMPLOYEES PAID ON A MILEAGE BASIS

Engineer "G" received $4.25 per hundred miles in ten hours in 1915. According to the Commission's plan, although in 1918 this rate was $4.25 per hundred miles in 8 hours, the rate will be increased 11½ per cent to $4.73 per 100 miles (4.7281 equalized as $4.73). He will be entitled to back pay for every 100 miles run at the rate of 48 cents per 100 miles. If the schedules provide for time and one-half for overtime or any other rate in excess of the straight time rate, then he shall be entitled to receive a proportionate increase of pay for overtime mileage.

For example, assume that "G" in 1918 worked under a schedule providing time and one-half for overtime, and made the following runs:

	Straight Time	Overtime
January	1400	900
February	1500	800
March	1200	1100
April	1800	500
	5900	3300

His back pay would be computed as follows:

5900 miles @ 48¢	$28.32
3300 " " 72¢	23.76
	$52.08

If the schedules provide for pro rata payment for overtime, back pay will be computed on that basis.

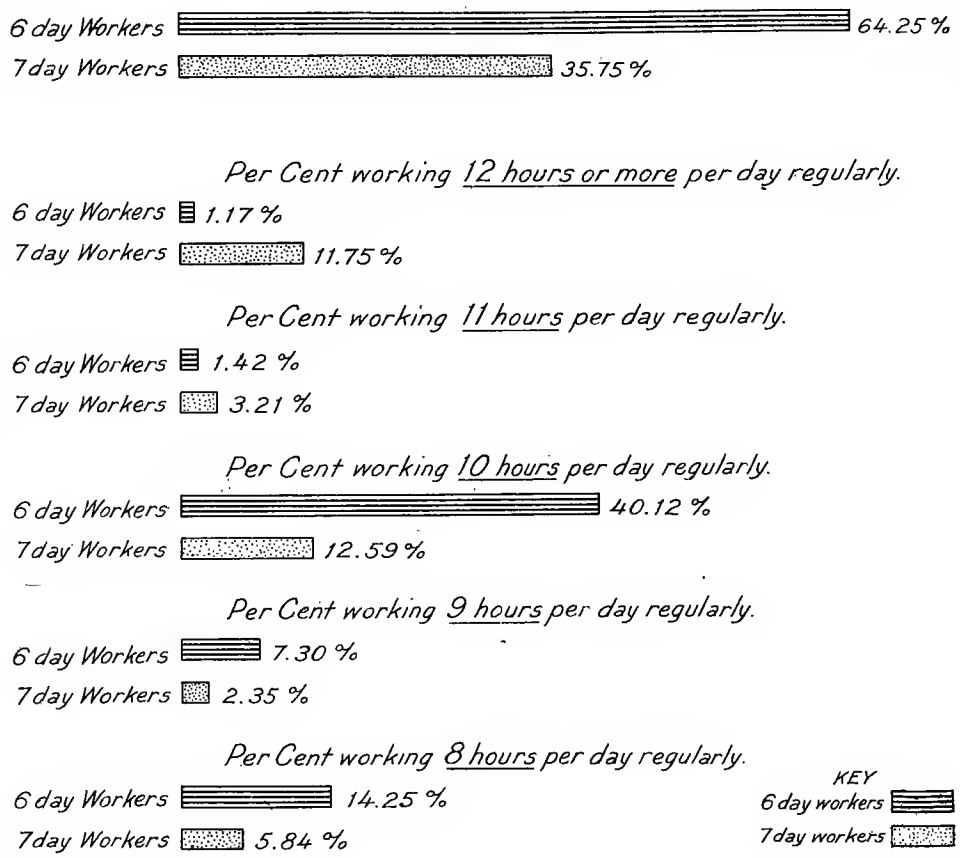
Rates for future earnings will be as fixed by the Com-

mission's schedule of increases to employees paid on the mileage basis. If any increase has been made in the mileage rates of employees paid on that basis in 1915 it will be understood that the per cent of increase allowed by this Commission is inclusive of such interim increases and that the new rate per 100 miles is computed from the base rates of 1915.

Example from Payroll of Application of Commission's Rates:

Conductor through freight		
2950 miles at 4¢ at Commission rate would entitle him to 4.82¢ or		$142.19
He was paid		118.00
Leaving to be paid		$ 24.19
He made overtime of 26 h. and 10 m. which bears same proportionate increase as his mileage, viz: from 40¢ to 48.2¢ per hour	$12.61	
was paid	10.45	2.16
	1 mo.	26.35
	4 mo.	$105.40

CHART ILLUSTRATING THE PER CENT OF WHOLE NUMBER OF EMPLOYEES OF RAILROADS WORKING RESPECTIVELY 6 AND 7 DAYS PER WEEK.
(Based on a study of 262,637 employees.)

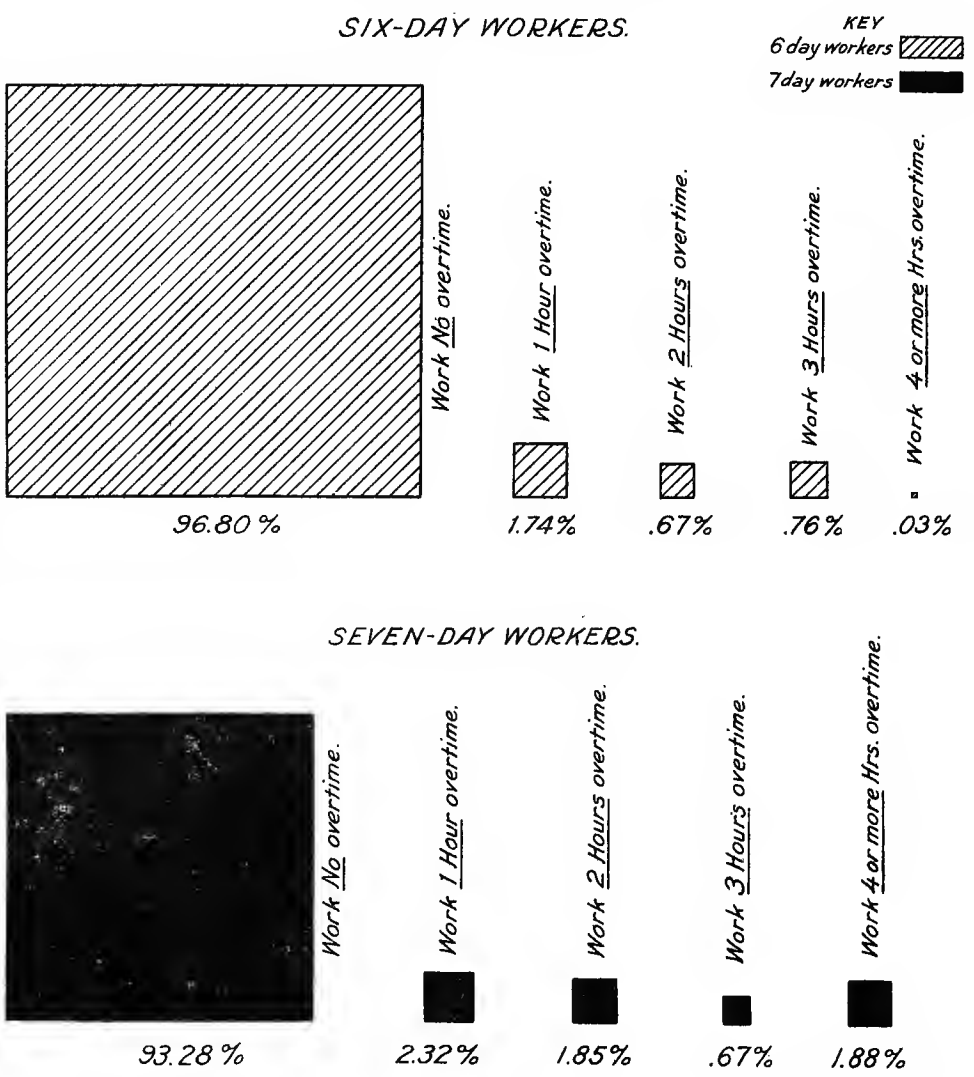


APPENDIX VII

Prevailing Hours of Service in Railroad Employment in December. 1917

The charts presented herewith, give in graphic form, the essential facts relative to the proportion of the total number of railroad employees, who in December 1917, were required to work seven days a week, as well as of those required to work only six days a week. It is to be observed from the second of these charts, that those who work seven days, in the main work more hours per day than those who work only six days. These charts taken together present a suggestion for the study of working conditions, as related to the hours and days of service which constitute the ordinary standard monthly wage period. The amount of overtime service regularly rendered by a certain percentage of employees is also indicated in the charts.

CHART ILLUSTRATING THE PER CENT OF EMPLOYEES OF RAILROADS WORKING 6 OR 7 DAYS PER WEEK WHO REGULARLY PERFORM NO OVERTIME SERVICE OR WHO REGULARLY PERFORM OVERTIME SERVICE.
(Based on a study of 262,637 employees.)



A P P E N D I X VIII.

Average Earnings per Hour, of Each Class of Railroad Employees for the Years, 1915, 1916 and 1917.

The table next attached was compiled from the original reports of the roads on file with the Interstate Commerce Commission, for the year ended June 30th, 1915 and for the year ended December 31st, 1916, and from the reports of the companies to this Commission for the year ended December 31st, 1917. It is arranged by territorial divisions and for the United States as a whole, for each year. From this table may be ascertained the extent of the increases made by the carriers in the wages of their employees in each district in the past three years.

HOURLY COMPENSATION OF EMPLOYEES FOR THE YEARS 1915, 1916, AND 1917
(EXPRESSED IN CENTS)

	Occupations	EASTERN DISTRICT			SOUTHERN DISTRICT			WESTERN DISTRICT			UNITED STATES		
		1915	1916	1917	1915	1916	1917	1915	1916	1917	1915	1916	1917
1	General officers, $3,000 p. a. and upwards.	277	222	219	230	181	180	240	207	202	252	208	205
2	General officers, below $3,000 per annum.	74 3	62	63 2	73 9	56 9	54 9	45 6	53 1	53 7	69 8	56 8	56 9
3	Division officers, $3,000 p. a. and upwards.	129	110	120	110	108	91	114	102	104	120	112	108
4	Division officers, below $3,000 per annum.	52 9	51 8	54	48 2	45 4	46 3	54 2	50 9	53 1	52 3	50 2	52 1
5	Clerks, $900 p. a. and upwards (except No. 37)	44 7	45	43 9	40 1	40 7	42 4	39 2	41 4	41 6	41 6	42 8	42 8
6	Clerks, below $900 p. a. (except No. 37)	23 1	24 3	24 8	21 4	21 7	22 8	21 6	23	23 6	22 4	23 5	24 1
7	Messengers and attendants.	15 7	14 2	15 3	12 6	11 2	12 7	14 9	15	16 5	14 9	13 8	15 2
8	Assistant engineers and draftsmen.	42 4	36 1	37 7	41 8	42	36 3	37 6	33 8	36 6	40 4	34 9	37
9	M. W. & S. foremen (excluding Nos. 10 and 28)	32 6	34 3	35 7	30 9	30 7	29 2	33 9	33 7	36 3	32 9	33 5	34 4
10	Section foremen.	25 4	25 9	28 2	21	21 9	20 3	22 6	22 9	25 4	23 3	23 7	25 3
11	General foremen - M. E. department.	43	45 5	48 9	43 2	40 8	40	42 7	45 6	40 3	42 9	44 8	43 4
12	Gang and other foremen - M. E. department.	33 4	34 8	39 2	36 7	37 2	24 5	35 9	36 7	39	34 7	35 8	36 2
13	Machinists.	36 2	37 9	43 1	40 7	42 8	49 7	42 4	44 7	49 8	38 7	41	46 3
14	Boiler makers.	35 8	37 9	42 7	40 2	42 5	49 8	42 2	44 3	48 7	38 6	40 9	46 1
15	Blacksmiths.	35 9	37 9	43 3	38 5	40 3	46 6	39 2	40 8	45 7	37 3	39 3	44 6
16	Masons and bricklayers	29 1	30 6	33 3	20 9	25 2	26 7	36 3	40 2	34 1	27 9	31 5	32 5
17	Structural ironworkers.	30 3	31 2	33 9	25 2	25 8	31 3	40 1	38 9	41 9	32 1	32 7	35 8
18	Carpenters.	28 7	29 9	33 1	25 1	26 4	30 1	27 9	29 2	32 4	27 6	29 0	32 2
19	Painters and upholsterers.	30	31 4	35 2	28 8	29 4	34 3	29 8	30 8	34 3	29 7	30 9	34 7
20	Electricians.	28 2	28	28 8	28 4	28 4	25 1	29	30 1	30 4	28 5	28 8	28 8
21	Air-brake men.	25 7	27 6	31 7	27 3	28 3	35 6	28 3	30 8	33 2	26 6	28 6	32 7
22	Car inspectors.	21 6	23 2	27 2	24 4	25 6	32 1	26	25 7	30 6	23 2	24 7	28 9
23	Car repairers.	27	29 6	35 7	26 9	28	34 6	25 5	27 2	31 5	26 5	28 5	33 6
24	Other skilled laborers.	28 1	30 7	34 6	26 9	29 1	34	29 4	30 7	34 5	28 3	30 5	34 5
25	Mechanics' helpers and apprentices	23 6	24 6	29	19 2	20	24 3	23 2	24 4	28 7	22 6	23 8	28 3
26	Section men.	16 7	18 5	21 3	12 5	12 9	15 2	14 7	16 2	19 3	15	16 4	19 3
27	Other unskilled laborers.	18 7	20 6	24 1	15 6	15 7	18 2	19 3	20	22 8	18 2	19 4	22 4
28	Foremen of const. gangs and work trains.	27 5	29 8	31 9	26 9	25 8	30	27 7	28 2	30	27 5	28 3	30 9
29	Other men in const. gangs and work trains.	17 6	19 2	22 1	14 9	13 9	15 6	17	18 7	21 2	16 8	18 1	20 6
30	Traveling agents and solicitors.	59 1	52 1	54	57 8	47 8	50 2	54 4	48 9	51 2	56 7	49 7	51 9
31	Employees in outside agencies.	35 8	34 6	32 4	33 3	34 9	27 4	48	49 1	40 2	38 7	40 6	33 9
32	Other traffic employees.	37 3	37 5	41 6	41 8	60 7	30 1	47 1	54 7	44 8	42 3	48	38 9
33	Train dispatchers and directors.	50 9	53 8	56 9	51 3	51 6	57 1	55 6	58 9	62 3	52 8	55 6	59 2
34	Telegraphers, telephoners, and block operators.	26 4	28 3	30 9	27	28 4	31 6	26 2	28 1	30 6	26 4	28 2	30 9
35	Telegraphers and telephoners operating interlockers.	29	30 8	33	32 7	30 3	32 7	23 5	26 2	27 8	28 7	30 2	32 3
36	Levermen (nontelegraphers).	22 7	23 6	26 4	17 2	17 5	20 3	19 9	20 8	23	21 3	22	24 5
37	Telegrapher - clerks.	22 7	24 8	26 9	24 4	25 6	27 6	25 3	26	28	24 1	25 4	27 6
38	Agent - telegraphers.	21 2	22 6	24 5	22 9	24 1	27 4	23	23 5	26 4	22 4	23 3	26
39	Station agents (nontelegraphers).	27 2	28 8	30 6	21	21 2	22 4	26 3	27 2	28 8	25 3	26 5	28 1
40	Station masters and assistants.	32 3	35 3	37 6	34 4	31 3	26 3	29 7	32 1	30 8	30 6	33 9	33 8
41	Station service employees (except Nos. 5, 6, 37, 38, 39, 40 & 6	19 8	21 4	23 6	14 3	14 9	16 7	19 2	21 1	22 9	18 7	20 3	22 3
42	Yardmasters.	39 2	44 3	48 6	38 3	41 9	44 7	42 5	45 7	49 6	40	44 4	48 4
43	Yardmaster's assistants (not yard clerks).	37	41 4	44 1	31 5	38 6	42 7	40 3	44 2	48 3	36 8	41 7	45
44	Yard engineers and motormen.	42 3	42 7	52 8	43 4	44 5	54 5	42 6	44 2	54 8	42 5	43 4	53 7
45	Yard firemen and helpers.	26 7	27 1	34	24 1	25 3	31 5	26	28 1	34 9	26 1	27 2	34
46	Yard conductors (or foremen).	38 6	38 2	48 7	37	37 5	45 9	39 5	39 6	49	38 6	38 5	48 4
47	Yard brakemen (switchmen or helpers).	35 5	35 6	43 8	31 1	31 6	37 7	36	36 5	45	34 9	35 3	43 4
48	Yard switch tenders.	18 8	20 3	23	17 4	17 3	19 5	19 5	18 4	20 9	18 6	19 7	22 3
49	Other yard employees.	16 8	16 5	18 8	15 9	13 5	14 4	17 1	15 8	17 9	16 7	15 7	17 7
50	Hostlers	24 5	25	30 1	24 3	25 2	30 1	25 1	27 8	33 1	33 2	29 3	31 1
51	Enginehouse-men.	18	20 1	23 5	15 5	15 6	18 2	17 9	18 7	21 5	17 6	18 8	21 8
52	Road freight engineers and motormen.	56	55 2	64 1	66 8	66 1	73	62 6	66 8	74 2	59 8	61	69 1
53	Road freight firemen and helpers.	36 9	36 1	42 5	38 7	38	42 1	40	43 7	48 6	38 2	48	44 7
54	Road freight conductors.	47 6	45 9	53 4	52 2	51 3	56 4	51 9	54 4	59 9	49 8	50	56 4
55	Road freight brakemen and flagmen.	32 7	31 7	37	32 3	31 4	34 8	35 9	37 2	41 3	33 6	33 5	38 1
56	Road passenger engineers and motormen.	75 8	79 1	82	97 4	96 9	94	86 4	101 7	102 7	82 4	89 9	91 6
57	Road passenger firemen and helpers.	47	49 3	51	52 5	52 3	53	55 1	66 4	66 4	50 6	56	57
58	Road passenger conductors.	64	67 3	70 8	68 8	70 2	70 8	70 5	75 7	78 4	66 9	71	73 8
59	Road passenger baggagemen.	38 1	39 9	41	40 8	41 9	43	27 2	39 5	40 3	36 4	40 2	41 2
60	Road passenger brakemen and flagmen.	39 1	40	42 3	33 9	36 8	38 9	38 3	41 4	42 8	38 1	40 1	42 1
61	Other road train employees.	25 5	33 6	35 9	29 1	21 2	21 3	31 1	30 7	33 6	29 1	28 6	30 2
62	Crossing flagmen and gatemen.	11 6	12 2	15 5	10 4	10 4	7 4	11 6	12 2	14 1	11 5	12	14
63	Drawbridge operators.	17 5	18 6	13 1	12 8	13 4	10	18 7	18 2	17 9	16 8	17 3	17 4
64	Floating equipment employees.	21 2	22 9	24 8	19 6	19 1	22 2	22 2	23 9	32 4	21 4	23 1	25 8
65	Express service employees.	18 6		28 2	10 9	9 3	8 1		17 8		17 6	9 6	10 2
66	Policemen and watchmen.	18 9	21 9	24 7	16 2	16 7	18 6	21 6	23	25 2	19 1	21 4	24
67	Other transportation employees.	10 9	20 1	13	18 4	21 4	13 9	19 5	21 2	23 3	20 3	20 7	21 7
68	All other employees.	20 2	19 8	21	16 3	17 5	11 4	19 7	17 3	19 1	19 4	18 8	18 1

APPENDIX IX

SOURCES OF INFORMATION

The following list of Railroads comprises those whose statistics furnished to this Commission have been employed in compiling the data concerning:

A - The number of persons employed in December, 1917, grouped according to monthly rates of wages.

B - The average number of persons employed and their earnings for the year ended December 31, 1917, grouped by the occupational classes established by the Interstate Commerce Commission.

Returns from all railroads in the list, except those marked #, were included in the compilation to ascertain the information covered by Paragraph A.

Returns from all railroads in the list, except those preceded by an asterisk (*), were included in the compilation to ascertain the information embraced in Paragraph B.

Certain railroads (not included in either list) reported too late to be included in these compilations.

EASTERN TERRITORY

Ann Arbor Railroad Company
Atlantic City Railroad Co
Atlantic & St. Lawrence Railroad Co
Baltimore & Ohio Railroad
Baltimore & Ohio Chicago Terminal
Boston & Maine Railroad
Belt Railway Co. of Chicago
Baltimore, Chesapeake & Atlantic Ry Co
Buffalo & Susquehanna Railroad Corp
Bessemer & Lake Erie Railroad Co
Buffalo, Rochester & Pittsburg Ry Co
Bangor & Aroostook Railroad Co
Cincinnati, Indiana & Western Railroad Co
Chicago, Terre Haute & Southeastern RR Co
Chicago Junction Railroad Co
Chicago & Western Indiana Railroad Co
Cumberland Valley Railroad Co
Central Vermont Railway Co
Central New England Railway Co
Chicago, Indianapolis & Louisville Ry Co
Chicago, Detroit & Canadian G.T. Jol. RR Co
Cleveland, Cincinnati, Chicago & St.Louis Ry Co
Central Railroad Company of New Jersey
Chicago & Eastern Illinois Railroad Co
Cincinnati Northern Railroad Co
Canadian Pacific Railroad Co
Detroit, Toledo & Ironton Railroad Co
Detroit & Mackinac Railway Co
Detroit & Toledo Shore Line Railroad Co
Detroit, Grand Haven & Milwaukee RR Co
Duluth, South Shore & Atlantic Ry Co
Delaware, Lackawanna & Western RR Co
Delaware & Hudson Company
Elgin Joliet & Eastern Railway Co
Erie Railroad
Grand Trunk Western Railway Co
Grand Rapids & Indiana Railway
Hocking Valley Railway Co
Indiana Harbor Belt Railroad Co
Illinois Central Railroad Co North of Ohio
Kanawha & Michigan Railway Co
Lake Erie & Western Railroad Co
Lehigh & New England Railroad Co
Lehigh & Hudson River Railway Co

EASTERN TERRITORY (Cont)

Long Island Railroad Co
Lehigh Valley Railroad Co
Maine Central Railroad Co
Monongahela Connecting Railroad Co
*Maryland, Delaware & Virginia Ry Co
Monongahela Railway Co
Mineral Range Railroad Co
Michigan Central Railroad Co
New York, Philadelphia & Norfolk RR Co
New York, Sysquehanna & Western Railroad Co
New York, Ontario & Western Railway Co
New York Central Railroad Co
New York, New Haven & Hartford RR Co
New York, Chicago & St. Louis Railroad Co
Peoria & Pekin Union Railway Co
Pittsburgh & Shawmut Railroad Co
Pittsburgh Shawmut & Northern Railroad Co
Port Reading Railroad Co
Pittsburgh & West Virginia Railroad Co
Pennsylvania Lines West
Pennsylvania Railroad Co
Philadelphia & Reading Railway Co
Pittsburg & Lake Erie Railroad Co
Pere Marquette Railway Co
Rutland Railroad Co
Staten Island Rapid Transit Railway Co
Sidell & Olney Railroad Co
Toledo St. Louis & Western Railroad Co
Toledo & Ohio Central Railway Co
Union Railroad Co
Ulster & Delaware Railroad Co
Wheeling & Lake Erie Railroad Co
Western Maryland Railroad Co
Wabash Railway Co

SOUTHERN TERRITORY

Atlantic Coast Line Railroad
Alabama Great Southern Railroad
Atlanta, Birmingham & Atlantic Railway
Alabama & Vicksburg Railway
Atlanta & West Point Railroad Co

SOUTHERN TERRITORY (Cont)

Birmingham Southern Railroad Co
Chesapeake & Ohio Lines
Central of Georgia Railway Co
Cincinnati, New Orleans & Texas Pacific Ry
Carolina, Clinchfield & Ohio Railway
Charleston & Western Carolina Railway
Coal & Coke Railway
Florida East Coast Railway
Georgia Railroad
Georgia Southern & Florida Railway
Gulf, Mobile & Northern Railroad
Gulf & Ship Island Railroad
Illinois Central (So. Ohio River)
Louisville & Nashville Railroad
Louisville, Henderson & St. Louis Railway
Mobile & Ohio Railroad
Norfolk & Western Railway
Nashville, Chattanooga & St. Louis Railway
Norfolk Southern Railroad
New Orleans & Northeastern Railroad
New Orleans Great Northern Railroad
Richmond, Fredericksburg & Potomac Railroad
Southern Railway
Seaboard Air Line
Southern Railway Co in Mississippi
Tennessee Central Railroad
Virginian Railway
Western Railway of Alabama
Washington Southern Railway Co
Yazoo & Mississippi Valley Railroad

WESTERN TERRITORY

Arizona Eastern Railroad Co
Arizona & New Mexico Railway
Atchison, Topeka & Santa Fe Railroad Co
Bingham & Garfield Railway Co
Chicago & Northwestern Railway Co
Chicago & Alton Railroad Co
Chicago, Milwaukee & St. PaulRailway Co
Chicago, Burlington & Quincy Railroad Co
Chicago, Rock Island & Pacific Railway Co
Chicago, St. Paul, Minneapolis & Omaha RR

WESTERN TERRITORY (Cont)

Chicago Great Western Railroad Co
Chicago Peoria & St. Louis Railroad Co
Chicago, Rock Island & Gulf Railroad
Colorado & Southern Railroad Co
Colorado & Wyoming Railroad Co
Colorado Midland Railroad Company
* Copper River & Northwestern Railroad Co
Cripple Creek & Colorado Springs Railroad
Denver & Salt Lake Railroad Co
Duluth, Missabe & Northern Railroad
Duluth Winnipeg & Pacific Railway Co
Duluth & Iron Range Railroad Co
Denver & Rio Grande Railroad Co
El Paso & Southwestern System
* Fort Worth & Rio Grande (In Frisco System)
Fort Worth & Denver City Railway Co
Galveston Harrisburg & San Antonio Ry Co
* Grand Canyon Railway Co (In Santa Fe System)
Great Northern Railway
Galveston Wharf Company
Houston & Texas Central Railroad Co
Houston East & West Texas Railway Co
International & Great Northern Railway Co
Kansas City Southern Railway Co
Kansas City Mexico & Orient Railroad Co
Kansas City Mexico & Orient Railroad of Texas
Kansas City Terminal Railway Co
* Lake Charles & Northern Railway Co
Los Angeles & Salt Lake Railroad
Louisiana & Arkansas Railway Co
Louisiana Railway & Navigation Company
Midland Valley Railroad
Minneapolis, St. Paul & Sault Ste. Marie Ry
Minneapolis & St. Louis Railroad
Missouri Pacific Railroad
Missouri Kansas & Texas Railroad
Missouri Kansas & Texas of Texas
Missouri St. Louis & Texas, & Steamship Co
Missouri & North Arkansas Railroad Co
Missouri Oklahoma & Gulf Railway
Morgan's Louisiana & Texas Railroad & SS Co
Nevada Northern Railway Co
New Orleans Texas & Mexico Railway
Northwestern Pacific Railroad
Northern Pacific Railway

WESTERN TERRITORY (Cont)

#Oahu Railway & Land Company
St. Louis, San Francisco & Texas Ry.
St. Louis, Brownsville & Mexico Railway
St. Louis - San Francisco Railway
St. Louis Southwestern Railway
Southern Pacific Company
San Antonio & Aransas Pass Railway Co.
Spokane, Portland & Seattle Railway Co.
Spokane & Inland Empire Railroad Co.
Spokane International Ry.
St. Louis Merchants Bridge Terminal
St. Louis & Southwestern of Texas (in St.L.& S.W.Sys)
St. Joseph & Grand Island Railway
Texas & Pacific Railway
Texas & New Orleans Railroad Co.
Texarkana & Ft. Smith Ry.
Toledo, Peoria & Western Ry.
Trinity & Brazos Valley Railway
Terminal Railway Association of St. Louis
Union Pacific System
Vicksburg, Shreveport & Pacific Railway Co.
#Western Allegheny Railroad
Western Pacific Railroad Co.
Wichita Falls & Northwestern Railway Co.
Wichita Valley Railway Co.

APPENDIX X

Sleeping Car Companies

Statistics concerning the rates of wages and conditions of employment of employees of The Pullman Company were procured by the Commission, but it was not found feasible to combine them with those of the roads. The statistics are here presented as an indication of the effect which the Commission's plan of increases may have upon that company and its employees.

STATEMENT SHOWING NUMBER OF ALL EMPLOYES OF

THE PULLMAN COMPANY - OPERATING DEPARTMENT

EARNING SALARIES AS SHOWN BELOW

Earning	Dec. 1915	% of total.	Cumulative %	Dec. 1917	% of total	Cumulative %
$30.00 or less	3,745	19.863	19.863	3,985	19.886	19.886
30.01 to 35.00	966	5.124	24.987	1,049	5.235	25.121
35.01 to 40.00	1,032	5,474	30.461	1,292	6.447	31.568
40.01 to 45.00	2,047	10.857	41.318	1,000	4,990	36.558
45.01 to 50.00	1,154	6,121	47.439	741	3,698	40,256
50.01 to 55.00	1,250	6.630	54.059	559	2,790	43.046
55.01 to 60.00	1,668	8.847	62.916	675	3.368	46.414
60.01 to 65.00	745	3.951	66.857	837	4.177	50.591
65.01 to 70.00	591	3.135	70.002	1,721	8.588	59.179
70.01 to 75.00	645	3.421	73.423	619	3.089	62.268
75.01 to 80.00	655	3.474	76.897	1,681	8.389	70.657
80.01 to 85.00	1,227	6.508	83.405	811	4.047	74.704
85.01 to 90.00	1,205	6.391	89.796	726	3.623	78.327
90.01 to 95.00	960	5.092	94.888	944	4.711	83.038
95.01 " 100.00	403	2.137	97.025	952	4.751	87.789
100.01 " 110.00	277	1.469	98.494	1,365	6.812	94.601
110.01 " 120.00	60	.318	98.812	683	3.408	98.009
120.01 " 130.00	95	.504	99.316	147	.734	98.743
130.01 " 140.00	32	.170	99.486	76	.379	99.122
140.01 " 150.00	25	.133	99.619	69	.344	99.466
150.01 " 160.00	1	.005	99.624	11	.055	99.521
160.01 " 170.00	8	.042	99.666	26	.129	99.650
170.01 " 180.00	17	.090	99.756	10	.050	99.700
180.01 " 190.00	1	.005	99.761	5	.025	99.725
190.01 " 200.00	22	.117	99.878	11	.055	99.780
200.01 " 210.00	3	.016	99.894	10	.050	99.830
210.01 " 220.00	1	.005	99.899	1	.005	99.835
220.01 " 230.00	12	.064	99.963	14	.070	99.905
230.01 " 240.00	--	---	99.963	2	.010	99.915
240.01 " 250.00	7	.037	100.000	17	.085	100.000

STATEMENT SHOWING 31ST 1915 AND 1917

	1917	
	Amount	Average Per Month
# 1 General Officers $3	$ 429,100.00	$ 812.69
2 General Officers be	15.400.00	213.89
3 Division Officers $	97,388.21	282.78
4 Division Officers b	185,634.80	158.99
5 Clerks $900 p.a. an	1,230,181.44	108.16
6 Clerks below $900 p	300,024.54	58.18
7 Messengers and Atte	25,273.67	40.66
20 Electricians	297,069.46	80.98
22 Car Inspectors	113,692.50	126.16
23 Car Repairers	540,115.97	71.15
27 Other Unskilled labo	563,318.98	62.15
69 Car Cleaners	2,613,317.26	58.79
70 Conductors	3,214,357.47	112.93
71 Porters and Maids	3,602,703.71	39.92
72 Barbers	24,962.02	69.34

Calumet Sh

STATEMENT SHOWING CLASS TH OF DECEMBER 1915 AND 1917.

Classification	k- s	Average No. of Men	Amount Earned	Average Earnings
		C E M B E R 1 9 1 7		
5.Clerks $900.00 p.a.and u		21.60	$ 2,118.03	$ 98.06
6. " below $900.00 p.a.		14.26	805.61	56.49
7. Messengers & Attendants		3.26	128.08	39.29
8.Aset.Engineers and Draft				
11.General Foremen		1.91	480.00	251.31
12.Gang and Other Foremen		45.86	5,058.44	110.30
13.Machinists		41.65	3,454.67	82.92
15.Blacksmiths		7.85	815.19	103.85
18.Carpenters		23.60	1,932.19	81.87
19.Painters & Upholsterers		187.18	18,234.25	97.42
20.Electricians		48.15	5,276.85	109.59
21.Air-brake men		5.52	501.83	90.91
22.Car Inspectors		6.51	686.23	105.41
23.Car Repairers		299.99	28,184.30	93.95
24.Other Skilled Laborers		37.70	3,042.85	80.71
25.Mechanics Helpers, etc.		103.20	7,245.47	70.21
27.Other Unskilled Laborers		165.98	10,961.72	66.04
66.Policemen & Watchmen		6.51	520.68	79.98
	/2	1020.75	$89,446.39	$ 87.63

No.23 Includes Truck & Plat ers & Plumbers, Brass Finishers, Glass.

For arriving at the average rking hours. The Shop working hours for December, 1915 were 230 o obtain a correct comparison the same number of hours (230 1

Wilmington

STATEMENT SHOWING CLA[SS] MONTH OF DECEMBER 1915 AND 1917.

CLASSIFICATIO[N]	[DE]CEMBER 1917			
	[W]ork-[er]s	Average No.of Men	Amount Earned	Average Earnings
5.Clerks $900.00 p.a. & u[p]		22.74	$2,106.92	$ 92.65
6. " below $900.00 p.[a]		7.51	513.75	68.41
7.Messengers and Attenden[t]		4.09	171.68	41.98
8.Ass't Engineers & Draft[s]		.94	90.00	95.74
11.General Foremen		1.88	525.00	279.26
12.Gang and other Foremen		43.61	5,312.82	121.83
13.Machinists		29.33	2,584.63	88.12
15.Blacksmiths		4.40	512.67	116.52
18.Carpenters		5.16	411.41	79.73
19.Painters & Upholsterers		131.51	12,975.22	98.66
20.Electricians		38.16	3,053.39	80.02
21.Air Brake Men		2.18	199.50	91.51
22.Car Inspectors				
23.Car Repairers		209.72	19,689.88	93.89
24.Other skilled Laborers		12.27	1,052.59	85.79
25.Mechanics helpers, etc.		29.12	2,144.23	73.63
27.Other unskilled Laborer[s]		83.84	6,058.99	72.27
66.Policemen and Watchmen		5.19	315.00	60.69
	[T]otal	631.65	57,717.68	91.38

No.23 Includes Truck & Pla[ne] & Plumbers, Brass Finishers & Glass

For arriving at the a[v]p working hours. The Shop working hours for December 1915 we[re] to obtain a correct comparison the same number of hours (a

NUMBER E[MPLOYEES] DECEMBER 1917, BOTH INCLUSIVE

	St. Louis		Ludlow	
	mber of ployees	Average Per Day	Number of Employees	Average Per Day
January 1916	357	$ 2.82	128	$ 2.82
February "	364	2.82	134	2.81
March "	366	2.78	136	2.75
April "	367	2.89	137	2.91
May "	367	2.90	135	2.89
June "	366	2.91	137	2.87
July "	276	3.00	131	2.94
August "	354	2.91	135	2.85
September "	359	2.94	124	2.92
October "	360	2.91	136	2.87
November "	363	2.93	141	2.87
December "	371	2.86	140	2.87
January 1917	366	2.94	129	2.91
February "	372	2.94	139	2.94
March "	366	2.96	139	2.87
April "	366	3.00	142	2.93
May "	366	2.98	143	2.99
June "	365	3.10	145	3.10
July "	364	3.16	142	3.11
August "	357	3.14	143	3.05
September "	363	3.25	146	3.13
October "	365	3.24	149	3.07
November "	373	3.29	150	3.18
December "	358	3.25	150	3.27
In 2 Years - In[crease]		43¢		45¢
During Year 191[7]		31¢		36¢

FOR

Shops	o Employes otal	Avg.	Average Earnings	Monthly Average
Calumet	3887	741	$ 915.49	$ 76.29
Buffalo	5469	539	860.45	71.70
Wilmington	5035	503	793.37	66.11
Richmond	4860	405	912.24	76.02
St. Louis	3618	301	859.68	71.64
Ludlow	1371	114	856.44	71.37
	1240	2603	871.27	72.61

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Shops	o Employes otal	Avg.	Average Earnings	Monthly Average
Calumet	2985	1082	1,022.20	85.18
Buffalo	9282	774	1,020.61	85.05
Wilmington	3768	731	962.42	80.20
Richmond	5105	425	1,047.02	87.25
St. Louis	4381	365	954.62	79.55
Ludlow	1717	143	935.23	77.94
	2238	3520	1,001.89	83.50

RATES OF PAY OF CAR SERVICE EMPLOYES

CONDUCTORS.	Rates of Pay per Month.							
	Regular Service						Certain Limited Train Service	
First 6 months	$ 77.00							
Second 6 "	82.50							
Second year	88.00							
Third, fourth & fifth years	93.50							
Broiler	45.00	48.00	49.00	50.00	51.00	52.00	53.00	54.00
On composite car	45.00	48.00	49.00	50.00	51.00	52.00	53.00	54.00
Swing porters	42.00	45.00	46.00	47.00	48.00	49.00	50.00	51.00
On tourist car	40.00	42.00	43.00	44.00	45.00	46.00	47.00	48.00
" parlor "	35.00	37.00	38.00	39.00	40.00	41.00	42.00	43.00
" std. sleeping car	30.00	32.00	33.00	34.00	35.00	36.00	37.00	38.00
Station duty	35.00							
Porters deadheading on passes, per day	1.07½							

In addition to the rates of pay above shown, a bonus of $5.00 per month for the six months ending June 30, 1917, was paid to every conductor, amounting to $30.00 for each conductor who worked the entire six months, and for the six months ending December 31, 1917, a bonus was paid to each conductor of 10% on his earnings during that period.

All other car service employes were paid bonusee amounting to 10% of their entire earnings for the year 1917 in two installments, one to cover the six months ending June 30, 1917, and the other for the remaining six months.

All those car ssrvice employes who served with a clear record during the entire year 1917 received in addition to the foregoing an extra month's salary, or in those cases where they were unavoidably absent on account of sickness or for other good reasons, a proportion of an extra month's salary based on the number of month's service performed within that year.

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